

BOARD OF DIRECTORS
OF
DAYTON REGIONAL
ENERGY SPECIAL IMPROVEMENT DISTRICT, INC.

PROXY

I, the undersigned director of the Board of Directors (the "Board") of the Dayton Regional Energy Special Improvement District, Inc., do hereby constitute and appoint

NAME: Jerry Brunswick, Chairperson

ADDRESS: 8 North Main Street

Dayton, Ohio 45202

for me and in my name, place, and stead, to vote my proxy at the meeting of the Board to be held on Monday, July 12, 2021, and at any adjournment thereof, according to the number of votes I now or may be entitled to cast in voting.

This proxy shall expire at the adjournment of said meeting, or any adjournment thereof.

SIGNATURE: _____

NAME: _____

ADDRESS: _____

DATE: _____

Stacel, Lori

From: Wilder, Jennifer
Sent: Friday, July 9, 2021 3:19 PM
To: Caldwell, Brian; Martin, Tracy L.; !Safety_Staff;!Service Dept.; Collins, Carol D.; Jacques, Robert; Klopsch, Norbert S.; Stafford, Cindy; Wilder, Jennifer
Subject: EAP Newsletter for Supervisors
Attachments: 2021-07-Jul-FS-2.pdf

Attached please find the July *Frontline Supervisor* newsletter provided to us by our EAP, EmployeeCare, and share with supervisors in your department as needed.

Q & A number 2 is a good one...most of us can relate to the issue of an employee "dropping" a problem on your desk at the most inopportune time. Be sure to read the Answer for a few good strategies!

Should you have any questions about the city's Employee Assistance Program, please let me know.

Thanks,
Jennifer

Jennifer S. Wilder, MBA, PHR | Director of Personnel & Properties
City of Oakwood | 30 Park Avenue | Oakwood, OH 45419
P: (937) 298-0411 | F: (937) 297-2940 | wilder@oakwood.oh.us
www.oakwoodohio.gov

Employees—
Your Most
Valuable
Resource

Frontline Supervisor



■ **My employee's father died of COVID-19 last fall, and there was no real funeral. She appears depressed, and some days not very functional. Friends are worried because she was previously treated for drug addiction and is now drinking. How should I approach EAP referral?**

Consult with the EAP when employee situations are compounded by multiple issues, like this one is. If your employee is drinking now but had previously been treated for drug addiction, then she is considered to be relapsed. Addictive disease patients in recovery are directed to abstain from alcohol and psychoactive drugs as part of their recovery program. If your employee is no longer an EAP client, encourage her to self-refer for the sadness and the difficulties she is having on the job. Many people experience a phenomenon known as prolonged grief disorder (PGD). This is a recognized condition that can result from the inability to participate in a normal bereavement and grief process. If her ability to function at work diminishes, consider more formal steps to encourage EAP participation.

■ **Complaints and problems that employees seem to "drop on my desk" are the part of my job that I like least of all. Sometimes I snap at employees when they walk in and "deliver" me problems. How do I better manage this process for less stress and so I feel like the boss, not a support desk?**

Show supervisees how to implement a process for bringing problems to you that maximizes their opportunity to solve problems on their own and properly conveys only the problems needing your attention. Here's a possible start to a dialog: "When bringing problems to me, please 1) share the impact the problem is having on your work situation or work unit. 2) Share with me what you've done or tried to do in order to solve the problem. If it did not work, let me know why. 3) Give me a recommendation. 4) If there are options, share them, but be specific so I do not try a solution that won't work. 5) Let me know which solution you think is the best one and why. 6) Offer ideas for how to go about implementing the solution. This is one approach for teaching a process to solve more problems faster, but avoid being so strict that employees don't come to you at all.

■ **EAPs help resolve personal problems such as stress, depression, workplace conflicts, and substance abuse. What about the EAP's ability to teach critical skills, like better listening? That's what**

The history of employee assistance programs has caused them to naturally be associated with resolving personal problems, but EAPs can offer other types of help. Further, EA professionals also specialize. Some may have expertise in organizational development, while others are seasoned pros at addiction recovery, imparting supervisory skills, conflict resolution, parenting, and more. Meet with the EAP, but zero in on the aspect of the skill about which you are trying to be more efficient. For example, regarding listening skills, key aspects include active listening, summarizing, using empathy, following up, running meetings, listening to learn, listening to evaluate and

(Continued)

(Continued)

my boss recently said I should consider improving.

analyze, listening to understand feelings and emotions, and more. What about your listening skills are you trying to improve? Are you a good listener but experiencing problems that interfere with listening? Meeting with the EAP can help you explore these questions, too. It might lead you to a different approach or solution for improving listening skills.

■ **My employee is a hothead, but most of us are used to it. When does anger become a performance issue?**

Consider whether your employee's anger management problem is a serious performance issue right now. Don't reinforce toxic behavior by adapting to it or encouraging others to do the same. Coping with inappropriate displays of anger enables the employee and may encourage his or her bad behavior to grow worse. You can bet that not all employees feel this behavior is benign or that it should not be addressed by management. Anger is associated with violence in the workplace, and the anger issue you describe might benefit from a professional evaluation. So, the behavior is a risk issue. Could an explosive incident in the future lead to some tragedy? If the behavior creates an offensive and hostile work environment, which it does by virtue of the need to adapt to it, take steps to have the employee correct the behavior by referring him or her to the EAP.

■ **Can the EAP sit with me and my employee to serve as a mediator in a conflict we are having about performance, strategy, and my expectations for what needs to be done in her position?**

There is nothing to preclude the EAP from mediating issues; however, success in getting the changes you want depends much on the nature of the conflict you are experiencing. Is the conflict only about agreeing on a work unit strategy, or does it concern the employee making changes regarding performance? Whereas the former may be useful and lead to a satisfactory outcome, the latter could reinforce your employee's unwillingness to make changes. Why? The nature of mediation naturally gives, and will be perceived by your employee as allowing, options and choices. In effect, it elevates the worker's role in deciding whether change will occur at all. Meet alone with the EAP first. Discuss your goal, and examine whether it is your need to be more assertive or some other refinement in the position's duties that lies at the heart of the conflict.

NOTES

Stacel, Lori

From: Spitler, Doug
Sent: Friday, July 9, 2021 4:18 PM
To: Klopsch, Norbert S.
Subject: Lead and Copper

Norb,

From your question about lead and copper sampling at our meeting today, the deadline is September 30th. Our EPA monitoring schedule requires 20 samples between June 1 and September 30. As with all of our required tests, we sample more at the beginning of the period rather than waiting.

K. Douglas Spitler, PE | Director of Engineering & Public Works
City of Oakwood | 210 Shafor Boulevard | Oakwood, OH 45419
P: (937) 298-0777 | F: (937) 297-2919 | spitler@oakwood.oh.us
www.oakwoodohio.gov

Stacel, Lori

From: Collins, Carol D.
Sent: Friday, July 9, 2021 4:19 PM
To: Klopsch, Norbert S.
Subject: RE: Lawn Care

Norb,

I talked with Brian and yes it is technically correct. The last sentence on the second paragraph should be Brian instead of Brain. Not sure my name necessarily needs to be on there but that is up to you. Brian handles everything with Leisure Lawn and I have very little contact with them but that is up to you.

Have a great weekend.

Carol

From: Klopsch, Norbert S.
Sent: Friday, July 9, 2021 3:59 PM
To: Collins, Carol D. <Collins@oakwood.oh.us>
Cc: Stacel, Lori <stacel@oakwood.oh.us>
Subject: RE: Lawn Care

Carol,

I made a few edits. Please read the attached to ensure that it is still technically correct on what we do and how we do it.

Thanks, Norb

Norbert S. Klopsch
Oakwood City Manager
(937) 298-0600

From: Collins, Carol D.
Sent: Friday, July 9, 2021 1:33 PM
To: Stacel, Lori <stacel@oakwood.oh.us>
Cc: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>
Subject: Lawn Care

Lori,

Here is what I came up with for the article in the Scene. Hopefully, it works.

Thanks.

Carol

Stacel, Lori

From: Stacel, Lori
Sent: Friday, July 9, 2021 4:43 PM
To: Klopsch, Norbert S.; Collins, Carol D.
Subject: RE: Lawn Care

Norb,

I just sent the article to be added. I also added this article to our April/May and August/September template articles.

Thanks,
Lori

From: Klopsch, Norbert S.
Sent: Friday, July 9, 2021 4:24 PM
To: Collins, Carol D. <Collins@oakwood.oh.us>; Stacel, Lori <stacel@oakwood.oh.us>
Subject: RE: Lawn Care

Thanks Carol.

Lori, Please add the attached to the Aug/Sep Scene.

Norb

Norbert S. Klopsch
Oakwood City Manager
(937) 298-0600

From: Collins, Carol D.
Sent: Friday, July 9, 2021 4:19 PM
To: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>
Subject: RE: Lawn Care

Norb,

I talked with Brian and yes it is technically correct. The last sentence on the second paragraph should be Brian instead of Brain. Not sure my name necessarily needs to be on there but that is up to you. Brian handles everything with Leisure Lawn and I have very little contact with them but that is up to you.

Have a great weekend.

Carol

From: Klopsch, Norbert S.
Sent: Friday, July 9, 2021 3:59 PM
To: Collins, Carol D. <Collins@oakwood.oh.us>
Cc: Stacel, Lori <stacel@oakwood.oh.us>
Subject: RE: Lawn Care

Carol,

I made a few edits. Please read the attached to ensure that it is still technically correct on what we do and how we do it.

Thanks, Norb

Norbert S. Klopsch
Oakwood City Manager
(937) 298-0600

From: Collins, Carol D.
Sent: Friday, July 9, 2021 1:33 PM
To: Stacel, Lori <stacel@oakwood.oh.us>
Cc: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>
Subject: Lawn Care

Lori,

Here is what I came up with for the article in the Scene. Hopefully, it works.

Thanks.

Carol

Stacel, Lori


From: Lori Stacel <delivery@spaces.hightailmail.com>
Sent: Friday, July 9, 2021 4:44 PM
To: Klopsch, Norbert S.
Subject: July 9, 2021 Oakwood City Manager's Newsletter



Lori Stacel has shared 1 file.



1 file • 8.4 MB total
"Have a great weekend! "

	July 9, 2021 Oakwood City Manager's Newsletter.pdf	8.4 MB
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Stacel, Lori

From: noreply@oakwoodschooolsorg.myenotice.com on behalf of Oakwood Schools
<noreply@oakwoodschooolsorg.myenotice.com>
Sent: Friday, July 9, 2021 5:46 PM
To: Klopsch, Norbert S.
Subject: Fair and Accurate Grading Scale Special Meeting



Oakwood Community,

We are excited to share our work on the grading scale has reached its next milestone. Our expert team has finalized its research and has made its recommendations to the District on how to maintain and enhance our fair and accurate grading practices. We believe it has been important to engage the school community throughout this process and are glad to have this opportunity to share these recommendations.

Prior to 2004, Oakwood Schools did not have a common grading scale. At that time, in the interest of having fair and accurate grading practices, District leaders decided to implement an 8-point scale at the Junior High and High School. This scale was appropriate at that time and has served us well for 17 years.

Since then, public schools have been shifting toward using an industry-standard 10-point scale. At the same time, others in the field of education have begun exploring more standards-based grading, evaluating students on their mastery learning and competency.

During the past several months, we have been engaged with a team of nationally known and highly qualified grading experts to continue the important work of evaluating our grading scale.

The experts have made the following recommendations and created a roadmap they believe will best serve our students, families and staff for the next several years:

- **Transition from the current 8-point scale to a 10-point grading scale in grades 7-12 beginning with the 2021-22 school year.**
 - I will recommend this change to the Board of Education at the regular board meeting Monday, July 12, 2021.
 - Please note the Kindergarten through 6th grade standards-based report card system we have been using and transitioning to for the past several years will continue unchanged.
- **Study the 4-point (ABCD) scale.**
 - We will formulate a district-wide Professional Learning Community (PLC) on fair and accurate grading with an annual review process.
- **Contract with a fair and accurate grading trainer.**
 - We will begin our study utilizing our internal experts and resources and will contract with an outside expert when prudent.
- **Conduct two Plan, Do, Study, Act (PDSA) Cycles on the 4-point scale.**
 - We will utilize the PDSA protocol during the course of our study.

During this extensive evaluation process, the Administrative Team, teachers, APAC Committee and Expert Team also considered the chromatic grade scale. Chromatic grading refers to the practice of issuing different GPA quality points within a letter grade range for grades with a plus (+) or minus (-). The chromatic scale is less accurate and focuses on points versus learning, creates more nuances, increases subjectivity and error, generates more stress for students and teachers, and is in direct opposition to the

direction toward mastery learning the education field is headed. Therefore, chromatic grading is not recommended by the Expert Team and will not be part of my recommendation to the Board.

We will continue to study and explore the concept of competency-based and mastery-based systems of evaluations like the 4-point scale, and the effect of zeros. We will also monitor our progress on the 10-point scale implementation, being mindful of the goal of maintaining fair and accurate grading and cautious of the possibility of unwarranted side effects.

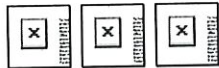
We have scheduled a Special Meeting of the Oakwood Board of Education for **6:00 p.m. Monday, July 12**, immediately prior to the regularly scheduled board meeting at 7 p.m. At the Special Meeting, the Expert Team will present its findings, insights and recommendations. There will be time to provide feedback and ask questions. A video of the presentation will be posted to the website for those who are unable to attend the meeting. Please visit the [Oakwood Board of Education web page](#) for log-in information and additional details.

I believe, when combined with the changes we made last summer to adopt a Latin Honors system and to provide an add-on for our honors courses, the 10-point scale and continued study and professional development on fair and accurate grading will be what is best for our students.

Thank you for your continued support and engagement.

Kyle Ramey, Superintendent

[Board of Education Web Page](#)



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Stacel, Lori

From: Leigh Turben <leighturben@gmail.com>
Sent: Friday, July 9, 2021 8:56 PM
To: Stacel, Lori
Cc: Klopsch, Norbert S.
Subject: An Oakwood Moment
Attachments: Oakwood Moment-2.docx

Hi Lori, below is a rough script of what I'd like to say. In thinking about it, I'd prefer it if all three gardens were on one slide. I want this segment to be "snappy", and that's easier done if they are all on one slide. I was also wondering if you would mind being the point person for anyone sending in "a moment" to be recognized. I think it's good to open it up to the entire community. If you are OK with that, would you mind putting your email on the title slide? So we will only have 2 slides - the title slide, and a slide with the 3 parks.

If you like, I'll be happy to write an article for the next Oakwood Scene. Just let me know! ;)

Thank you!

Leigh

An Oakwood Moment

SLIDE 1 (Title slide – you may want to add your email address)

I am happy to introduce a new segment for our City Council Meetings.

During our council meetings, we always talk about upcoming events, meetings, and important matters of our community. But every day, we are all out and about, and we see things that makes us appreciate Oakwood. We wanted a visual way to recognize those moments. It could be any person, place or happening that would be of interest to the community. It could be a picture of children sledding down the front lawn of Hawthorn Hill, or the daffodils in bloom at Smith Gardens, or a milestone anniversary for an Oakwood resident, or a picture of Oakwood Rotary members collecting old paint cans as a service to the citizens.

We are calling this segment “An Oakwood Moment”, and we welcome your input. Any resident who has An Oakwood Moment to share with us, please send it to Lori Stacel at **STACEL@OAKWOOD.OH.US**.

SLIDE 2 (I hate to ask, but to keep this segment tight, I think I’d prefer to have all three park pictures on one slide, with their names.)

And, for our first Oakwood Moment I would like to recognize our beautiful gardens. In June, three of our gardens were featured on walking tours: our lovely Smith Gardens and Loy Gardens were showcased by the **Dayton Garden Club** in their **2021 Garden Gems Tour**, and Francine’s Garden was included in the Historical Society’s Hidden Manor Tour. Over 800 people visited these gardens in June.

It’s really pretty amazing that besides Smith Gardens, Oakwood has 3 natural areas, 6 parks, 3 tennis courts and a dog park – all in 2 square miles!

Of course I can’t mention our green spaces without recognizing **Carol Collins**, our Leisure Services Director, and **Brian Caldwell** and his staff **Chris North**, **Daryn Witherspoon**, along with the summer employees, who take care of and maintain these areas. Thank you!

Stacel, Lori

From: Stephens Insurance Agency News
<StephensInsuranceAgency@mail.buttondown.email>
Sent: Friday, July 9, 2021 11:11 PM
To: Klopsch, Norbert S.
Subject: You Are Invited To The Open House For Stephens Insurance

Join us as we celebrate and thank our clients and friends at our **NEW** location!
We will also be celebrating our 40th Anniversary that we achieved on **June 1st, 2021.**

Open House

Friday, July 16th
2:00 - 7:00 pm

Stephens Insurance Agency

51 Park Ave.
Oakwood Oh 45419

No RSVP Needed... Just swing by, say hello, and we will thank you for helping us make it a special adventure for all of these years!

This was issue #1 of Stephens Insurance Agency News.
You can [subscribe](#), [unsubscribe](#), or [view this email online](#).

This email brought to you by [Buttondown](#), the easiest way to start and grow your newsletter.

Stacel, Lori

From: Bill Duncan <wduncan@barnesdennig.com>
Sent: Friday, July 9, 2021 11:19 PM
To: pam@stephensinsuranceagency.com
Cc: Byington, Steve;Duncan, William;Hilton, Anne;Klopsch, Norbert S.;Stephens, Rob;Turben, Leigh
Subject: RE: You Are Invited To The Open House For Stephens Insurance

I will be in Florida until 7/17/21. You will receive a shoutout at our 7/19/21 council meeting from the Mayor. Congratulations on this significant achievement.

WDD

From: Stephens Insurance Agency News <StephensInsuranceAgency@mail.buttondown.email>
Sent: Friday, July 9, 2021 11:10 PM
To: Bill Duncan <wduncan@barnesdennig.com>
Subject: You Are Invited To The Open House For Stephens Insurance

MESSAGE RECEIVED FROM EXTERNAL SOURCE! Use Caution when clicking on links or attachments!

Join us as we celebrate and thank our clients and friends at our **NEW** location!
We will also be celebrating our 40th Anniversary that we achieved on **June 1st, 2021.**

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Stacel, Lori

From: Turben, Leigh
Sent: Saturday, July 10, 2021 12:28 PM
To: Klopsch, Norbert S.
Cc: Stacel, Lori
Subject: Re: An Oakwood Moment

Thanks Norb,

I do appreciate your perspective. You certainly have more experience with this sort of thing, which is why I copied you on the email.

I'm more than happy to keep this internal. :)

So for the July 19th City Council meeting, we will introduce the concept, and recognize our gardens that were on tour in June.

Lori-please strike your email address from the 1st slide. It will now only have the title, "An Oakwood Moment". I do think I would like to consolidate the 3 parks onto one slide, if you can do that.

Thanks Again,
Leigh

Sent from my iPhone

> On Jul 10, 2021, at 11:25 AM, Klopsch, Norbert S. <Klopsch@oakwood.oh.us> wrote:

>

> Hi Leigh,

>

> I think we need to be careful opening this up to anyone in the community. I could see someone sending in something that, for one reason or another, we decide is inappropriate... and then we find ourselves needing to deny it, which could lead to problems. I think we best generate these internally, at least for the first few months so we can see how it goes. Let's discuss this at our August 2 work session.

>

> Norb

>

> Norbert S. Klopsch

> Oakwood City Manager

> (937) 298-0600

>

> -----Original Message-----

> From: Leigh Turben <leighturben@gmail.com>

> Sent: Friday, July 9, 2021 8:56 PM

> To: Stacel, Lori <stacel@oakwood.oh.us>

> Cc: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>

> Subject: An Oakwood Moment

>

> Hi Lori, below is a rough script of what I'd like to say. In thinking about it, I'd prefer it if all three gardens were on one slide. I want this segment to be "snappy", and that's easier done if they are all on one slide. I was also wondering if you would mind being the point person for anyone sending in "a moment" to be recognized. I think it's good to open it up to the entire community. If you are OK with that, would you mind putting your email on the title slide? So we will only have 2 slides - the title slide, and a slide with the 3 parks.

>

> If you like, I'll be happy to write an article for the next Oakwood Scene. Just let me know! ;)

>

> Thank you!

>

> Leigh

>

> <Oakwood Moment-2.docx>

Stacel, Lori

From: LAD <ladfulford@gmail.com>
Sent: Sunday, July 11, 2021 9:01 AM
To: Kristi Hale; Judy Cook; Healy Jackson; Klopsch, Norbert S.; Joshua D. Green; Madeline Iseli; Kyle Ramey; Roger Crum; Jeremy Newport; sdorf1@udayton.edu; D Turben; Samuel Dorf
Subject: Editorial in DDN Sunday July 11
Attachments: Scannable Document on Jul 11, 2021 at 8_55_18 AM.pdf

I am sharing the editorial in today's paper. Ray Marcano expresses exactly what we are trying to do with the OIC. I wonder if he could be involved in a future program? Or help us promote the OIC and what we are doing to the larger Dayton community?

Enjoy the rest of your weekend. It's a good day to relax, reflect, and/or read.

My best,
Leigh Ann

Leigh Ann Fulford

*There is always light,
if only we're brave enough to see it.
If only we're brave enough to be it.
—Amanda Gorman*

Stacel, Lori

From: Anne Hilton <annelhilton@yahoo.com>
Sent: Sunday, July 11, 2021 12:23 PM
To: Hilton, Anne;Turben, Leigh;Duncan, William;Stephens, Rob;Byington, Steve;Klopsch, Norbert S.
Subject: Re: Fertilizers/Herbicides/Pesticides -- Oakwood Scene

Perfect. Thanks!

On Sunday, July 11, 2021, 12:18:45 PM EDT, Klopsch, Norbert S. <klopsch@oakwood.oh.us> wrote:

Attached is the article that we will include in the August/September Oakwood Scene.

Norb

Norbert S. Klopsch

Oakwood City Manager

(937) 298-0600

From: Klopsch, Norbert S.
Sent: Thursday, July 8, 2021 1:52 PM
To: Anne Hilton (hilton@oakwood.oh.us) <hilton@oakwood.oh.us>; Leigh Turben (turben@oakwood.oh.us) <turben@oakwood.oh.us>; William Duncan (duncan@oakwood.oh.us) <duncan@oakwood.oh.us>; Rob Stephens (stephens@oakwood.oh.us) <stephens@oakwood.oh.us>; Steve Byington - Oakwood (byington@oakwood.oh.us) <byington@oakwood.oh.us>
Subject: Fertilizers/Herbicides/Pesticides

Fyi below and attached.

I will include the memo from Carol referenced below in the CM newsletter next Friday.

The last paragraph on page three of the admin policy states that we will include information about lawn treatment twice annually in the Oakwood Scene newsletter. We have not been doing this... not deliberately, it just got by us. Carol is working on an article for the August/September Scene.

Norb

Norbert S. Klopsch

Oakwood City Manager

(937) 298-0600

From: Klopsch, Norbert S.
Sent: Thursday, July 8, 2021 1:39 PM
To: Collins, Carol D. <Collins@oakwood.oh.us>
Subject: fertilizers/herbicides/pesticides

Carol,

I am guessing that you are already working on this...

Please prepare a memo addressing our use of fertilizers/herbicides/pesticides on public properties around the city... and specifically point out the incorrect statements in the attached Facebook string.

Thanks, Norb

Norbert S. Klopsch

Oakwood City Manager

(937) 298-0600

From: Collins, Carol D.
Sent: Wednesday, July 7, 2021 3:02 PM
To: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>
Subject: While You Were Gone

Welcome back. I hope you had a great trip to California and enjoyed being there.

Below are just a few things that went on Tuesday and Wednesday of this week.

- *Had a meeting with Bilbrey on Tuesday morning. I will bring over an updated schedule over for you. We are waiting for a service call for our copier and that is why I will be putting it in your box. The cure time for the asphalt is 14 days now instead of 21 days due to the temperatures. If you recall, the temps for the project before were much colder and required more cure time. The contractor (Heiberger) indicated to Bilbrey they would be ready to go after the 14 day cure so the schedule has been updated. Heiberger also will be guaranteeing the acrylic coating for the courts where before they did not because of the temps. Bilbrey hopes to have a pre-punch list meeting on July 19th and then a final the 23rd. The school did not show up so I will give them the schedule. Will need to get with the schools to find out what kind of scoreboards they will be using. Will be getting with our electrical contractor hopefully yet this week to run the electric as we have discussed before.*

Need to talk about the electrical at the tennis court before we do anything. I talked with Laura Connor and she indicated the schools only needed one outlet for some training equipment so we will have to decide what we want done. Maybe we need to talk with Kyle about this.

Rob also mentioned the parking lot would be done early this fall, sometime after Labor Day.

- *Thought I would let you know that Citizens for a Better Oakwood posted some information about the city spraying pesticides. Lori Stacel has a copy of the stuff posted. Lots of information in the posts were not correct at all. Also indicated getting a small group together to approach the city and gather names on a petition. Posts indicated we were in the parks. We were not as Brian was on vacation, we always post when we will be in the parks, etc., etc.*
- *Last evening a piece of concrete came out of the east wall at the pool. This was about a foot and a half long by ten inches wide. We were able to put it back in place temporarily with marina epoxy. Karen contacted Rob to discuss what happened and he will be sending one of his guys up to finish the repair tomorrow.*

- *I sent a few pictures to Lori Stacel per our discussion about Leigh's request for the July Council meeting and her comments. Lori will be putting together the power point for her.*
- *Relatively quiet around here both yesterday and today.*
- *Let me know if you have any questions.*

Carol

Stacel, Lori

From: Rob Stephens <rob@stephensinsuranceagency.com>
Sent: Sunday, July 11, 2021 12:33 PM
To: Klopsch, Norbert S.
Subject: Re: Shroyer Medians

Excellent, thank you. I'm sure if we had more summer help, the pulling of the weeds could be done in a reasonable manner.

I'm assuming we are short staffed like many other communities and businesses.

Thanks for staying on top of this.

ROB

Get [Outlook for iOS](#)

From: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>
Sent: Sunday, July 11, 2021 12:20:23 PM
To: Stephens, Rob <stephens@oakwood.oh.us>
Subject: FW: Shroyer Medians

Rob,

Just a heads up that we are still working on this.

Norb

Norbert S. Klopsch
Oakwood City Manager
(937) 298-0600

From: Klopsch, Norbert S.
Sent: Friday, July 9, 2021 12:07 PM
To: Collins, Carol D. <Collins@oakwood.oh.us>
Subject: RE: Shroyer Medians

Carol,

I am talking about matting. It is heavily used in CA.

Norb

Norbert S. Klopsch
Oakwood City Manager
(937) 298-0600

From: Collins, Carol D.
Sent: Friday, July 9, 2021 12:01 PM
To: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>
Subject: RE: Shroyer Medians

Norb,

We just sprayed again (third time) this week as I did not want to put mulch down until I knew the majority of the weeds (maple seedlings mostly) had died. Phillips will then come in with the mulch blower which we are checking on their schedule to see when it can be done. I think if we were to do anything like a weed block, we would do it later in the season because of the irrigation that is there. Need to make sure the trees are getting enough water and most of the material that is used is not porous enough to let the water in to water. I know it doesn't look good but to go in manually and pull the seedlings would be very time consuming.

When you are talking about weed block, are you talking pre-emergent and or matting? If pre-emergent, we already did that in the spring but the rains have broken it down so we would do another application before we mulched. If matting is what you were talking about, I addressed that above.

Carol

From: Klopsch, Norbert S.
Sent: Friday, July 9, 2021 11:18 AM
To: Collins, Carol D. <Collins@oakwood.oh.us>
Subject: Shroyer Medians

Carol,

Do we need to spray all the medians again, or mulch them... or both? Should we consider weed block?

Norb

Norbert S. Klopsch
Oakwood City Manager
(937) 298-0600

Stacel, Lori

From: AJT <allantejt@gmail.com>
Sent: Sunday, July 11, 2021 1:33 PM
To: Mad Gmail
Cc: Christa Agiro; Daniel Turben; Gina Sandoval; Grant Neeley; Healy Jackson; Nancy Jones; Klopsch, Norbert S.; Rebecca Butler; Sabrina Neeley; Hale Kristi; Judy G. Cook
Subject: Re: OIC Current Issues Update: Community Research RFP

Thank you for your apology. I apologize for my late response. I silenced notifications to the email chain until I was ready. I absolutely agree that mistakes will be made along the way - my own included! I also think it is important to acknowledge & apologize for mistakes when they happen (in the following week, month, etc.). Sometimes, it can feel more like damage control under these circumstances.

I truly believe that many of you truly want to see Oakwood improve in genuine & impactful ways. As one progresses through social justice work, something that is widely taught is the following concept: "Intent does not equal impact." NCCJ taught us about it when they provided Diversity 101 training here. Even when one has the best of intentions, people can be severely harmed. Here is a graphic to demonstrate:



As you can imagine, this is not an isolated incident in my life as a Black woman. Emotional labor can be very taxing. I am still working toward inclusion in our neighborhood, just shifting my efforts! 😊 I appreciate all of the responses from everyone - both private & to the group as a whole. Our paths will undoubtedly cross again as we work toward a better community, and I know we will all learn & grow along the way! Thanks again.

Allanté Johnson-Taylor, M.S.
Educator & Equity Consultant

(she/her)

"I don't speak because I have the power to speak; I speak because I don't have the power to remain silent."

On Fri, Jul 2, 2021 at 6:57 PM Mad Gmail <madeline.iseli@gmail.com> wrote:

Dear Allanté,

Thank you for your note. I am truly sorry for the trauma you experienced. Please know that was not at all anyone's intention, least of all mine. That said, there is no doubt that you were hurt by it. Please accept my deepest apologies.

This work of processing feelings and experiences and attitudes in historical and current contexts, all in the effort to realize a more inclusive and welcoming environment, is a messy business. Regrettably, we will all make mistakes along the way. I am sorry that I have made them, myself.

Yet, I know the OIC to be an organization comprised of community members who are deeply, genuinely and sincerely committed to this effort, as fraught as it is with opportunities to make mistakes. Michael Carter counsels us all to wade bravely into the fray, knowing that we WILL make mistakes along the way, but with the understanding that for those of us who are genuine and sincere in our intentions, these are mistakes borne of goodwill, not malice, and mistakes from which we will learn and grow.

Rosa Parks said, "To bring about change, you must not be afraid to take the first step. We will fail when we fail to try." Please know that the OIC is trying.

And thank you for the connection to Mary Tyler. I have already received a response from Mary thanking us for the RFP and offering to suggest other potential consultants as well.

All my best to you and your family. I hope to work with you sometime in the future.

—Madeline

Madeline.iseli@gmail.com

Sent from my iPad

On Jul 1, 2021, at 10:28 PM, AJT <allantejt@gmail.com> wrote:

Good evening, everyone.

I have thought for a very long time about how & when I would send this email -- but definitely not why. My experience in our last meeting was traumatic for a number of reasons. I'll share a bit about that here.

The Citizens For a Better Oakwood Schools Committee visited with us and shared some of the stories that were told in their survey about diversity, equity, and inclusion (or lack thereof). One story in particular struck me. It was the one about a Black boy in our community who received a drink order with an amalgamation of his name and the "n" word on it written by a classmate / employee. I immediately cut my camera off -- the same camera I used to show my 7-month-old son earlier in the meeting. I was overcome with emotion - heartbroken about the child in the story, other children who'd

heard the word in the past, and children like my son who might have to hear it in the future.

Next on the agenda was the Wright Library Director / Oakwood Inclusion Committee Chair attending our meeting to explain how Burges & Burges had done an excellent job working with the library in the past. I was thrilled, yet still concerned that DEI work should be done by DEI specialists. (You've probably heard me point out numerous times that B&B stated that DEI work "wasn't rocket science" & that they had no experience with DEI-specific research in the past.)

Time at the end of our meeting was carved out for discussing other ideas, proposals, etc. It was at this point where I introduced Mary Tyler, a Black woman who was the former director of Dayton's National Conference for Community & Justice, a Certified Diversity Professional, and recommended by Michael Carter, Sinclair's Chief Diversity Officer (who facilitated OIC's "The Danger of a Single Story" discussion). I was met with responses: some positive, some ambivalent. But there was one interaction I want to draw attention to.

A meeting participant who knew Mary and had worked with her previously voiced concerns about wanting to know what Trump supporters felt. I was perplexed because -- why could Mary not find out what Trump supporters felt? Visitors from the Schools committee (referenced earlier) were confused too. We asked pointed questions to clarify. We were met with a statement that Mary might be perceived as "biased." One Schools member asked, "Biased because she's an equity consultant?" Response: a head shake. I asked, "Because she's Black?" Radio silence.

I've been through a rollercoaster of emotions since then. Shocked because I couldn't believe I'd experienced this in an *inclusion* meeting, of all places. Discouraged because it seemed as though a decision had already been made before I hit "Join". Embarrassed because I know how power & social change play out in a town with historically racist policies, yet I was naïve enough to believe this would be different.

This is a long-winded way of saying that I will no longer be participating in the Current Issues committee. To be the most effective I can be in the classroom, in this community, and for my son, this is the best decision for my psychological health. I truly hope that *inclusion* is the guiding light for all future decisions for the group. I hope that you reflect on social change that has occurred in the past & recognize all of the large & small obstacles that heroic individuals have faced along the way. Finally, I hope that this definition resonates with you: "Equity is constantly and consistently recognizing & redistributing power. Understand the institutional & historical origins of power. Then, seek to push power down & around, as you should make decisions *with* marginalized people, not for them."

Best,

Allanté Johnson-Taylor, M.S.
Educator & Equity Consultant
(she/her)

"I don't speak because I have the power to speak; I speak because I don't have the power to remain silent."

On Thu, Jul 1, 2021 at 4:47 PM Madeline Iseli <madeline.iseli@gmail.com> wrote:

Dear OIC Current Issues Committee Members,

I am happy to share with you that we have an approved RFP and process for receiving and evaluating the proposals for an OIC commissioned community research project. Many thanks to my colleagues on the OIC Leadership Team as we have worked to process the notion of conducting community research to further the work of the Oakwood Inclusion Coalition (OIC) in studying, promoting and celebrating "an inclusive, equitable, diverse and welcoming community for everyone who lives, works, visits, or passes through Oakwood" (as per the OIC mission statement). As we pursued this concept, it became clear that the Leadership Team of the OIC would need to review and approve the project, given that it would require fundraising, which only the OIC Leadership Team is empowered to do.

To that end, and also because we needed to address important questions about what the research is intended to accomplish, I proposed an RFP, which was then refined by the members of the OIC Leadership Team. I am happy to report that it has been approved, and some fundraising activity is already underway in anticipation of pursuing commissioned community research in the near future. Furthermore, at today's meeting of the OIC Leadership Team, the timeline and process for reviewing the proposals were approved, as well.

The approved RFP is attached. I have already shared it with Mary Tyler, as well as Burges & Burges Strategists. I would welcome your suggestions on any other researchers with whom the RFP should be shared.

Proposals will be reviewed and evaluated by a small task force of OIC Leadership Team and OIC Current Issues Committee members. Given that we are going into high summer (and that I hope some families are taking advantage of opportunities to get away and decompress after the last year and a half), our timeframe for receiving and reviewing proposals is somewhat generous, as noted below. In addition, time will be required for fundraising to support the costs, as well.

DEADLINE FOR PROPOSALS: COB July 30, 2021

PROJECTED REVIEW PERIOD: August 1 - 31, 2021

I am looking for a couple of OIC Current Issues Committee members to volunteer to serve on the review task force. We are envisioning a small group of perhaps 5 members in total: 2 Leadership Team, 2 Current Issues, and me. The work of that group will take place largely in August. I am already at work on drafting a rubric for use in evaluating the proposals. The task force will evaluate and then make a recommendation to the Leadership Team, which will make the final selection and authorize the expenditures.

Thank you all for your patience with this process! Of course, as a brand new organization, new procedures need to be established. But the efforts are worth it as we all work toward the goal, which is to study and better understand how Oakwood is perceived in order to then develop programs and events that celebrate "an inclusive, equitable, diverse and welcoming community" for everyone.

All my best,

~ *Madeline*

Madeline J. Iseli | madeline.iseli@gmail.com | 937-750-8024

Stacel, Lori

From: Turben, Leigh
Sent: Sunday, July 11, 2021 2:16 PM
To: Hilton, Anne (External);Collins, Carol D.
Cc: Hilton, Anne;Duncan, William;Stephens, Rob;Byington, Steve;Klopsch, Norbert S.
Subject: Re: Fertilizers/Herbicides/Pesticides -- Oakwood Scene

Thanks Norb and Carol,

After the article is published, someone should update the Facebook post created in Citizens for a Better Oakwood with a comment stating that there is an article in the Oakwood Scene that talks about Oakwood's practices on pest control.

Leigh

Sent from my iPhone

On Jul 11, 2021, at 12:23 PM, Anne Hilton <annelhilton@yahoo.com> wrote:

Perfect. Thanks!

On Sunday, July 11, 2021, 12:18:45 PM EDT, Klopsch, Norbert S. <klopsch@oakwood.oh.us> wrote:

Attached is the article that we will include in the August/September Oakwood Scene.

Norb

Norbert S. Klopsch

Oakwood City Manager

(937) 298-0600

From: Klopsch, Norbert S.
Sent: Thursday, July 8, 2021 1:52 PM
To: Anne Hilton (hilton@oakwood.oh.us) <hilton@oakwood.oh.us>; Leigh Turben (turben@oakwood.oh.us) <turben@oakwood.oh.us>; William Duncan (duncan@oakwood.oh.us)

<duncan@oakwood.oh.us>; Rob Stephens (stephens@oakwood.oh.us) <stephens@oakwood.oh.us>;
Steve Byington - Oakwood (byington@oakwood.oh.us) <byington@oakwood.oh.us>
Subject: Fertilizers/Herbicides/Pesticides

Fyi below and attached.

I will include the memo from Carol referenced below in the CM newsletter next Friday.

The last paragraph on page three of the admin policy states that we will include information about lawn treatment twice annually in the Oakwood Scene newsletter. We have not been doing this... not deliberately, it just got by us. Carol is working on an article for the August/September Scene.

Norb

Norbert S. Klopsch

Oakwood City Manager

(937) 298-0600

From: Klopsch, Norbert S.
Sent: Thursday, July 8, 2021 1:39 PM
To: Collins, Carol D. <Collins@oakwood.oh.us>
Subject: fertilizers/herbicides/pesticides

Carol,

I am guessing that you are already working on this...

Please prepare a memo addressing our use of fertilizers/herbicides/pesticides on public properties around the city... and specifically point out the incorrect statements in the attached Facebook string.

Thanks, Norb

Norbert S. Klopsch

Oakwood City Manager

(937) 298-0600

From: Collins, Carol D.
Sent: Wednesday, July 7, 2021 3:02 PM
To: Klopsch, Norbert S. <Klopsch@oakwood.oh.us>
Subject: While You Were Gone

Welcome back. I hope you had a great trip to California and enjoyed being there.

Below are just a few things that went on Tuesday and Wednesday of this week.

- *Had a meeting with Bilbrey on Tuesday morning. I will bring over an updated schedule over for you. We are waiting for a service call for our copier and that is why I will be putting it in your box. The cure time for the asphalt is 14 days now instead of 21 days due to the temperatures. If you recall, the temps for the project before were much colder and required more cure time. The contractor (Heiberger) indicated to Bilbrey they would be ready to go after the 14 day cure so the schedule has been updated. Heiberger also will be guaranteeing the acrylic coating for the courts where before they did not because of the temps. Bilbrey hopes to have a pre-punch list meeting on July 19th and then a final the 23rd. The school did not show up so I will give them the schedule. Will need to get with the schools to find out what kind of scoreboards they will be using. Will be getting with our electrical contractor hopefully yet this week to run the electric as we have discussed before.*

Need to talk about the electrical at the tennis court before we do anything. I talked with Laura Connor and she indicated the schools only needed one outlet for some training

equipment so we will have to decide what we want done. Maybe we need to talk with Kyle about this.

Rob also mentioned the parking lot would be done early this fall, sometime after Labor Day.

- *Thought I would let you know that Citizens for a Better Oakwood posted some information about the city spraying pesticides. Lori Stacel has a copy of the stuff posted. Lots of information in the posts were not correct at all. Also indicated getting a small group together to approach the city and gather names on a petition. Posts indicated we were in the parks. We were not as Brian was on vacation, we always post when we will be in the parks, etc., etc.*
- *Last evening a piece of concrete came out of the east wall at the pool. This was about a foot and a half long by ten inches wide. We were able to put it back in place temporarily with marina epoxy. Karen contacted Rob to discuss what happened and he will be sending one of his guys up to finish the repair tomorrow.*
- *I sent a few pictures to Lori Stacel per our discussion about Leigh's request for the July Council meeting and her comments. Lori will be putting together the power point for her.*
- *Relatively quiet around here both yesterday and today.*
- *Let me know if you have any questions.*

Carol

Stacel, Lori

From: Marty Beyer <Marty@martybeyerlaw.com>
Sent: Sunday, July 11, 2021 4:06 PM
To: Seifert, Melissa;Klopsch, Norbert S.;Woodman, John;Editor@OakwoodRegister.com;Willie.Morton@veolia.com;Dave.Naas@Veoli.com
Cc: Joe Scott;Scott Fischer
Subject: Oakwood Rotary HazMat Pick Up: July 23.

Hi All,

Our second hazmat pick up for 2021 will be Saturday July 24 at 900 AM.

Missi, would you mind setting up the voicemail?

John / Willie & Dave, we'll see your crew that morning starting around 10 AM.

Brian, would you please run notices in the Oakwood Register? Here's a proposed news release:

Oakwood Rotary volunteers will come to your home on Saturday July 24 to collect materials that can't be picked up by weekly trash and recycling routes. Those items include paint cans, stains, thinners, pesticides, and batteries. Please ensure containers are easily accessible, not leaking, with secure lids. If you have pick-up items, please call 296-5155 and leave your name/address before noon on Friday July 23. Items to be collected need to be ready by 9:00 AM on the 24th.

Did you know that Oakwood Rotary is unique in providing this service for our community? No other Miami Valley community is afforded this service. While there's no charge for the pick up, we encourage you to make a tax-deductible donation to the "Oakwood Rotary Club Foundation" and leave that with the items in a well-marked envelope. Or you can mail a check to POB 512, Dayton, OH 45409. All donations support the many Oakwood Rotary charitable projects and community events.

Thanks to All!!

Marty

Marty Beyer
Beyer Law, LLC
204 South Ludlow Street # 204
Dayton, OH 45402-2340
Phone: 937.610.0204
Fax: 937.558.5884
Marty@MartyBeyerLaw.com