To be approved at the Board of Education meeting April 14, 2009.

MINUTES OF THE MARCH 10, 2009 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Tuesday, March 10, 2009 at 8:05 p.m. at Lomond Elementary School, 17917 Lomond, Shaker Heights, Ohio 44122.

Members present: Mr. Norman A. Bliss, Ms. Freda J. Levenson, Mr. Peter A. Robertson, Ms. Annette Tucker Sutherland, and Mr. F. Drexel Feeling.

President F. Drexel Feeling presided.

President Feeling inquired of the audience as to any questions or comments pertaining to agenda items. Mr. Dan Hoffman congratulated the Board on its efforts to develop the Strategic Plan for the schools and recommended that the Plan reduce the achievement gap by 50% every two years.

SUPERINTENDENT’S REPORT AND RECOMMENDATIONS

Upon the recommendation of Superintendent Mark Freeman, Ms. Levenson moved, seconded by Ms. Sutherland that the following personnel items be approved:

PERSONNEL

Certified

Change of Rate for Individual Substitute Teachers for the 2008-2009 School Year

O’Brien, Jessica – (Social Studies Teacher/High School) – Effective November 17, 2008
Triozzi, Monica – (ELL Teacher/Lomond) – Class M.A. – Effective February 20, 2009

Temporary Employees: Lunch Room Supervisors, Substitute Tutors, Home Instructors, Substitute Teachers, Substitute Nurses, Substitute Library Aides, Tutoring Center Tutors for the 2008-2009 School Year

Epstein, Maury
Kirby, Rochelle
O’Connell, Martin
Scherzer, Gabrielle
Shea, Erin
Taylor, Kimberly
Triozzi, Monica
Waschek, Chelsea
Welker, Lori

Curriculum Writing and Instructional Planning for the 2008-2009 School Year

Authorization is requested for staff members to participate in curriculum writing and instructional planning. A unit refers to approximately one-half day of service at $65.

Technology
Lindsey, Dexter (3)

Curriculum Writing and Instructional Planning for the 2009-2010 School Year

Authorization is requested for staff members to participate in curriculum writing and instructional planning. A unit refers to approximately one-half day of service at $65.
Program Planning
Up to 60 units

Herbruck, Erin

**Special Assignments for the 2008-2009 School Year**
Authorization is requested for all staff members to participate in the following activities:

**Improving Classroom Practices/Building Facilitators (Teacher Quality Grant)**
Up to $1,200 per individual

Lindsey, Dexter
Morris, Sean
Shrestha, Emily

**Supplemental Contracts for the 2008-2009 School Year**

**Middle School Special Supplementals**
Hastings, Ryan – Math Counts - .1 x 15

**High School**
Babinec, Michael – Evening supervisor – 3.5 x 1
M’Brien, Jessica – Softball Assistant Coach – 6.5 x 1

**Special Supplementals for the 2008-2009 School Year**

**Districtwide/Fall Semester – Mentor**
Derrick, William
Kabay, Michael
Schumacher, Jill

**Leave of Absence for the 2008-2009 School Year**
Bradford, Alison – (50% Intervention Specialist Teacher/50% Tutor/Boulevard) – Effective March 25, 2009, through April 8, 2009 (FMLA)

**Leave of Absence for the 2010-2011 School Year**
Glickman, Andrea – (Social Studies/High School) – Effective August 23, 2010, through June 10, 2011 (Sabbatical)
**Resignations**

Baker, Sharon – (English/High School) – Effective at the end of the 2008-2009 school year – 29 years of service (retirement)

Boles, Margaret – (Mathematics/High School) – Effective at the end of the 2008-2009 school year – 31 years of service (retirement)

Brittain, Donna – (Grade 3/Mercer School) – Effective at the end of the 2008-2009 school year – 35 years of service (retirement)

Douglass, Jacqueline – (Grade 4/Onaway) – Effective at the end of the 2008-2009 school year – 34 years of service (retirement)

Eisenberg, Marjorie – (Social Studies/High School) – Effective at the end of the day March 31, 2009 – 29 years of service (retirement)

Jones Diana – (Social Studies/High School) – Effective at the end of the 2008-2009 school year – 17 years of service (retirement)

Kocijan, Joseph – (Computer Technology/Middle School) – Effective at the end of the 2008-2009 School Year – 34 years of service (retirement)

**Classified**

**Appointment for the 2008-2009 School Year**

Brem, Laurie – (Senior Administrative Secretary/High School) – Class CC, Grade 7 of the Administrative Secretary Salary Schedule – Effective February 25, 2009

**Change in Assignment for the 2009-2010 School Year**

Kutil, Alice – (Administrative Secretary/High School) – From Senior Administrative Secretary/High School, Class CC, Grade 11 of the Administrative Secretary Salary Schedule, to Administrative Secretary/High School, step 17 – Effective July 1, 2009

**Temporary Employees: Building Monitors, Head Lunchroom Aides, Lunchroom Aides, Off-Duty Police Officers, Student Technology Aides, Student Aides, Substitute Bus Drivers, Substitute Bus Monitors, Substitute Cafeteria Workers, Substitute Custodians, Substitute Secretarial Technicians, Substitute Security, Substitute Teacher Aides, Technology Interns, Tutoring Center Study Assistant for the 2008-2009 School Year**

Englehart, Timothy  
Evans, Cynthia  
Heitkamp, Kathryn  
McKinney, DeLaney  
Neville, David  
Taylor, Delores  
Thomas, Herbert
ADDENDUM

PERSONNEL

Certified

Change of Rate for Individual Substitute Teachers for the 2008-2009 School Year

Kenny, Ruth – (Music/Woodbury) – Class M.A. – Effective March 5, 2009

O’Brien, Jessica – (Social Studies/High School) – Class B.A. – Effective November 17, 2008, through December 19, 2008 (Correction to Agenda)

O’Brien, Jessica – (Social Studies/High School) – Class B.A. – Effective March 23, 2009

Shea, Erin – (Grade 4/Mercer School) – Class B.A. – Effective March 3, 2009

Temporary Employee: Lunch Room Supervisors, Substitute Tutors, Home Instructors, Substitute Teachers, Substitute Nurses, Substitute Library Aides, Tutoring Center Tutors for the 2008-2009 School Year

Regan, Amy

Supplemental Contracts for the 2008-2009 School Year

Middle School

Brady, James - Lacrosse Coach (Men) - 6.0 x 1
Pham, Brendan - Interscholastic Swimming Coach - 6.0 x 1
Summers, Michael - Track Freshman Coach (Men) - 6.5 x 1

High School

Cowie, Bennett - Lacrosse Assistant Coach (Men) - 6.5 x 12.

Classified

Change in Assignment for the 2009-2010 School Year

Browne, Jennifer – (Senior Accounting Specialist/Payroll) – From Accounting Specialist/Payroll, step 7, to Senior Accounting Specialist/ Payroll – Class Z, grade 3 of the Supervisor, Classified Specialist, and Administrative Secretary Salary Schedule – Effective March 2, 2009

Temporary Employees: Building Monitors, Head Lunchroom Aides, Lunchroom Aides, Off-Duty Police Officers, Student Technology Aides, Student Aides, Substitute Bus Drivers, Substitute Bus Monitors, Substitute Cafeteria Workers, Substitute Custodians, Substitute Secretarial Technicians, Substitute Security, Substitute Teacher Aides, Technology Interns, Tutoring Center Study Assistants for the 2008-2009 School Year

Beachler, Micole
Bradley, Jean
Cendrowski, Jeffrey
Miller, Ricardo
Special Assignments for the 2008-2009 School Year
Authorization is requested for staff members to participate in the following activities:

Boiler License Instruction Planning
Up to 2 units per individual
Brown, Michael
Brown, Sean
Henry Willie
Powell, William
Ugrinic, Anthony

Leave of Absence for the 2008-2009 School Year
Taylor, Frederick – (Bus Driver/Transportation – Effective March 16, 2009, through June 15, 2009

Resignation
Howard, James – (Security Monitor/High School) – Effective at the end of the day March 5, 2009

Termination
Aaron, Danielle – (Cook’s Helper/High School) – Effective at the end of the day March 6, 2009

Classified Non-renewal
Harris, Sherrie – (Cashier/Cook’s Helper/Lomond) – Effective at the end of the day March 6, 2009

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.
The motion carried.

BUSINESS
Upon the recommendation of Superintendent Freeman Ms. Levenson moved, seconded by Mr. Bliss to approve the following resolution authorizing the purchase of eight (8) 71-passenger IC buses from Power City International:

WHEREAS, the Shaker Heights City Schools Board of Education has previously, on March 11, 2008, authorized the Ohio Schools Council to advertise and receive bids on behalf of said Board as per the specifications submitted for the cooperative purchase of four (4) 71-passenger conventional integrated chassis (IC) buses; and

WHEREAS, Power City International submitted the lowest, most responsive, most responsible bid of $76,728.40 each for four (4) 71-passenger IC buses; and

WHEREAS, the Shaker Heights City Schools Board of Education on September 9, 2008, authorized the acceptance of such bid by Power City International for the purchase of such four (4) buses; and the Shaker Heights City Schools has taken delivery of and paid for such buses; and

WHEREAS, Power City International has additional buses available for purchase under the original 2008 bid submitted to the Ohio Schools Council; and

09-03-35
WHEREAS, the Shaker Heights City Schools desires to accelerate the purchase of eight (8) additional buses representing the 2009 and 2010 planned bus purchase replacements in order to take advantage of a projected price increase of between $5,000 and $10,000 per bus, to be effective January 1, 2010;

NOW THEREFORE, BE IT RESOLVED, the Shaker Heights City Schools Board of Education authorizes the purchase of an additional eight (8) 71-passenger IC buses from Power City International under the 2008 Ohio Schools Council bid at a price of $75,500 each (approximately $1,000 lower than the original purchase) for eight (8) 71-passenger IC buses, less trade-in allowance of $22,600 for eight (8) buses, for a net total of $581,400.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.
The motion carried.

09-03-36

Upon the recommendation of Superintendent Freeman, Ms. Levenson moved, seconded by Mr. Robertson to accept a change order with Sterling Professional Group for the Fernway Elementary School restroom renovation project in a credit amount of $3,974.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.
The motion carried.

09-03-37

WELCOME – MS. SUSAN ALIG, LOMOND ELEMENTARY SCHOOL PRINCIPAL

At this time, Superintendent Freeman introduced Ms. Susan Alig, principal of Lomond Elementary School. Ms. Alig extended a warm welcome to the Board and community.

DISTRICT HIGHLIGHTS

About 600 supporters of the schools attended A Night for the Red & White on March 7 at the Intercontinental Hotel. The benefit included dining, dancing, student performances and art exhibits, a silent auction, and a live auction. Co-chairs of the event were Lauren Bowen, Bethany Einstein, Jean Albrecht, and Cathy Mitro. Proceeds will be used for educational enrichment with a focus on technology, arts, health, and fitness.

The High School qualified to send several engineering applications students to the Second Annual VEX Robotics World Championship, which is the culmination of over 1,000 teams competing in regional robotics contests around the globe. In addition to winning numerous awards at the National VEX Robotics Tournament held recently at Cleveland State University, Alex Almasan, Kathryn Crowley, Joshua Curry, Nicholas Diederich, Stacy Feeling, Brent Grossman-McKee, Eian Katz, Steven London, Daniel Murphy, and Katherine Peter all earned the opportunity to advance to the World Championship to be held in Dallas, Texas, from April 30 through May 2. Kevin Gramlich, Diana Merriam, Katherine Neubert, Gabriel Pincus, and Nora Sweeney were the recipients of The Innovate Award at the national competition, which Joseph Marencik, the students’ engineering applications teacher, helped to initiate and organize.

High School junior Valerie Kilmer has advanced to the 2009 National Shakespeare Competition, which will be held in New York City in April. Valerie’s win at the English Speaking Union’s regional Shakespeare Competition on February 28 earned her an all-expense paid trip to compete against students from across the United States. This is the first year that
Shaker Heights High School has entered the Shakespeare Competition and participation was made possible through the efforts of German teacher Andrea Bradd. English teacher George Harley and Theatre Department chair Christine McBurney served as coaches to participating students.

Woodbury’s Science Olympiad team won first place for the fourth year in a row at the Cleveland State University Elementary Science Olympiad after competing against sixteen other area schools on February 21. Woodbury also brought home medals in sixteen individual events, including eight first place awards. Team members included Sameer Apte, Kieran Aulak, Hannah Barrett, Emily Forbes, Emma Kagan, Isabel Kalafatis, Allison Kao, Nabhonil Kar, Colin Kempton, Matthew Klein, Max Laskey, Daniel Luo, Greth Lyon, Mark McKinzie, Sara Mesiano, Peter O’Neill, Noah Pollack, Eric Relman, Ben Robertson, Christina Savvides, Anav Sood, Bhavani Srinivas, Zane Steiber, Narayan Sundararajan, and Emily Wollman. Woodbury staff members Amy Brodsky, Jim Carter, Carol Hochman, Candace Sheffler, and Cyndy Steiner coached the team with special help from Suneel Apte, Linda Jakob, Diane Kasprowicz, Fiona Payne, Sandy Seballos, Jason Steiber, and Judi White.

A number of Shaker's art students have recently been honored for their work. Ten students from Shaker Heights High School won nineteen awards in the 2009 Cuyahoga Regional Scholastic Art Awards Program. Shaker’s winners are: Joseph Billups, Silver Key in Drawing; Courtney Gill, Gold Key Portfolio Winner, Silver Key in Drawing and in Sculpture, and Honorable Mention in Drawing; Audrey Hall, Honorable Mention in Painting; Donald Johnson, Gold Key in Jewelry and The Pamela Argentieri & Matthew Hollern Award for Design; Jasmine Jones, Silver Key in Jewelry; Christina Kelly-Nunn, Silver Key in Jewelry; Chloe Koslen, Silver Key and Honorable Mention in Jewelry; Emily McCandless, Gold Key Portfolio Winner and two Honorable Mentions in Painting; Brendan Ryan, Gold Key Winner in Photography; and Joe Schorgl, Gold Key winner in Graphics and in Painting and Honorable Mention in Painting.

Shaker Heights High School also participated in the 14th annual Juried High School Art Show sponsored by the Beachwood Art Council. Four works of art by Denise Coleman, Courtney Gill, and Donald Johnson were submitted for the exhibit. Donald Johnson won first place for his jewelry submission as well as a $100 cash prize.

Shaker Heights High School’s art teachers are Karen DeMauro, Kathleen Fleming, Keaf Holliday, Jody Trostler, Susan Weiner, and Department Chair Dan Whitely.

Fernway fourth grader Claire Lewis-Wright was selected as an exhibitor for the annual Youth Art Month Exhibition, a juried show sponsored by the Ohio Art Education Association. Claire's work, which will be on display until March 31 in Columbus, was one of 146 pieces chosen from around the state. Fernway art teacher Wendy McGuffin-Cawley submitted Claire's work for consideration.

After competing against more than 800 students from across the country, five members of the High School’s Junior Council on World Affairs were awarded for their outstanding efforts at the Johns Hopkins Model United Nations Conference held March 5-8. The students who received awards are David Neary, Verbal Commendation for representing Costa Rica on the Security Council; Michael Neary, Best Delegate for serving as Minister of Tourism on the Lebanese Cabinet; Gabe Pincus, Verbal Commendation for representing China on the Security Council; Kristen Sinicariello, Honorable Mention for serving as Prime Minister on the Syrian Cabinet; and Annabel Wang, Verbal Commendation for representing Costa Rica on Special Political issues and Decolonization. High School faculty members Tony Cuda and Stacey Steggert work with the Junior Council on World Affairs.
Eleven Shaker Heights High School students placed in the top 30 percent on the National German Exam sponsored by the American Association of Teachers of German. Shaker’s students earning honors include Marielisa Autieri, Certificate of Distinction; Ryan Isenberg, Certificate of Honor; Diana Jack, Certificate of Honor; Matthew Licina, Certificate of Honor; Charles Muhammad, Certificate of Merit; Walter Mueller, Certificate of Merit; Lawrence Neil, Certificate of Distinction; Alyssa Taylor, Certificate of Distinction; Ian Vitkus, Certificate of Merit; Annika Weder, Certificate of Distinction; and Madeleine Williams, Certificate of Distinction. At the state level, Annika Weder earned a third place ranking, while Alyssa Taylor earned a fifth place ranking. The students’ German teachers are Andrea Bradd and Keith Szalay.

Thirty-two members of the Shaker Heights High School and Middle School Latin Clubs brought home 136 awards from the 2009 Ohio Junior Classical League Convention held February 27 - March 1, finishing third out of the fifty schools competing. Students who won awards in a variety of creative and academic contests include Grace Clements, Terry Conlon, Michael Cowett, Noah Eisen, Richard Jym Edwards, Melissa Freilich, Adam Friedman, Kate Friedman, Samantha Goldfarb, Clara Kao, Leo Katz, Savanna Klein, Matt Krantz, Allison Lanese, Sarah Leonard, Claire Lo, Hannah Lyness, Chris Piraino, Miriam Rabinowitz, Isabel Robertson, Gabe Rothman, Rachel Shands, Ana Sinicariello, Heather Smith, Emma Snape, Eric Super, Martin Thomas, Evelyn Ting, Lindsay White, AJ Yule, Melanie Wheeler, and Lindsay White. Latin teachers Lynda Ackerman, Nora Murphy, Jane Troha, and Robert White serve as club advisers.

Middle School Geography Bee winner Nicholas Chmielewski recently qualified to compete in the 2009 Ohio Geographic Bee to be held at The Ohio State University at Mansfield on April 3. Nicholas won the Middle School competition in January and advanced to the state-level competition by taking a challenging test consisting of 70 questions and scoring in the top 100 in the state. Sponsored by the National Geographic Society, the competition is designed to encourage teachers to include geography in their classrooms, spark interest in the subject, and increase public awareness about geography. Faculty member Michael Sears coordinates the Middle School competition.

Senior Ariel Pruitt is spending the rest of the semester studying in China at the Hebei International School, the home school of Mandarin Chinese teacher Li Luling. While abroad, Ariel will live with a host family, further her studies of the Chinese language, and teach English part time. Ariel was among the first students to study Chinese at the High School and was enrolled in Mandarin Chinese III at the time of her departure in late February. She also participated in the marching band’s groundbreaking performance tour in China in 2007.

The District is currently holding open houses for parents and legal guardians of children entering kindergarten this fall. The open houses give parents the opportunity to learn about Shaker’s kindergarten program, meet the principal, teachers, and fellow parents, and begin the registration process. Lomond, Boulevard, and Mercer have already held their open houses. Onaway’s open house will take place on Friday, March 13, from 9:30 – 11:00 a.m., and Fernway’s will be held on Thursday, April 23, at 7:00 p.m. Parents who cannot attend the open house at their child’s assigned school are welcome to attend another school’s open house.

Last month, the Shaker Schools Foundation hosted “Memories and Innovations,” a special evening at Shaker Heights High School for alumni and their guests. About 80 people attended the event where they had an opportunity to get reacquainted with former schoolmates, establish new friendships, enjoy musical performances by Shaker students, dine in the newly renovated cafeteria, and tour other refurbished spaces in the High School.
The Theatre Arts Department of Shaker Heights High School presents New Stages 27, a festival of new plays, written, directed, produced, and performed by students, March 18-21. The seven one-act plays in this year’s festival are: *Baby Business* by senior Nathanie Yaskey, directed by senior Tempest Charles; *Bleeding Jade* by senior Amanda Grimes, directed by junior Catie DiVincenzo; *Canceled Out* by sophomore Hannah Carlson, directed by junior Lindsey Gander; *Half Past Sunshine* by sophomore Hannah Carlson, directed by junior Lindsey Gander; *Miss Middles Meets Her Maker* by senior Emily Jennings, directed by senior Melissa Freilich; *Music in a Box* by senior Nick Hahn, directed by senior Chris Mok; and *Perspectives* by juniors Danny Greene-Havas and Rob Gleisser, directed by junior David Wemer.

**UPCOMING EVENTS**

- March 13 Middle School Spring Musical, *Anything Goes*, 7:30 p.m.
- March 14 Middle School Spring Musical, *Anything Goes*, 2 p.m.
- March 17 Grade 6 Parent Meeting, SHMS, 7 p.m.
- March 18 & 19 New Stages 27, SHHS, 8 p.m.
- March 20 & 21 New Stages 27, SHHS, 7 p.m. & 9:15 p.m.
- March 23 Choir & Orchestra Tour Preview Concert, SHHS, 7:30 p.m.
- March 30-April 3 Spring Recess

At this time Superintendent Freeman introduced Dr. Dale Whittington, Director of Research and Evaluation who made a presentation on preliminary findings from a series of surveys on school climate and how school climate fits into the Strategic Framework. The presentation was followed by questions, answers and discussion with the Board.

**BOARD OF EDUCATION**

At this time Ms. Sutherland explained to the Board that the below listed policies had been reviewed and revised and this is the third of three required readings of these Policy amendments. Ms. Sutherland stated that the Policy Review Committee, which has met numerous times, wanted the Board to know that with this set of policies no changes have been made to the substance and/or the meaning of the policies, but merely revisions to clean up the policies. For example, policy GCBDA was removed by the Committee because it was not necessary because the matter is actually governed by statute and by collective bargaining negotiations. Ms. Sutherland also mentioned that the Policy Review Committee welcomes comments. President Feeling thanked the Committee for their work. At that time upon the recommendation of Superintendent Freeman, Mr. Robertson moved, seconded by Mr. Bliss that the Board of Education approve the following resoulution.

(This is the third of three required readings of these Policy amendments. First reading was January 13, 2009, and the second reading was February 10, 2009.)

WHEREAS, a Board Policy Review Committee was appointed to review the District’s entire set of Board Policies and present suggested revisions as appropriate to the entire Board; and
WHEREAS, the Board Policy Review Committee has reviewed such Board Policies and has a preliminary set of revisions to be submitted for the approval of the Board;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education that the Board Policy Review Committee recommended revisions to existing Board Policies as presented below be hereby approved.

Revised Policy List
March 10, 2009

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BOARD OF EDUCATION POWERS AND DUTIES

Under the laws of the State of Ohio, the Shaker Heights Board of Education acts as the governing body of the public schools with full powers of direction and control.

The Board of Education considers the following to be its major responsibilities:

1. To select and employ a Superintendent of Schools.
2. To select and employ a Treasurer.
3. To determine and pass upon the annual budget and appropriation.
4. To provide needed school facilities.
5. To provide, by the exercise of its taxing power, the funds necessary to finance the operation of the schools.
6. To consider and pass upon or reject the recommendations of the Superintendent in such matters as policy, appointment or dismissal of employees, salary schedules or other personnel policies, courses of study, selection of textbooks, or other matters pertaining to the welfare of the schools.
7. To require reports of the Superintendent concerning the conditions, efficiency, and needs of the schools.
8. To evaluate the effectiveness with which the schools are achieving the educational purposes of the Board of Education.
9. To inform the public about the progress and needs of the schools, and to solicit and weigh public opinion as it affects the schools.
10. To adopt policies for its government and the government of its employees and the students of the schools.

Adoption date: October 13, 1987
Revised date: March 10, 2009

LEGAL REFS.: ORC 3313.17; 3313.18; 3313.20; 3313.22; 3313.37; 3313.375; 3313.39; 3313.47

3315.07
3319.01
5705.01(A); 5705.03; 5705.28

Shaker Heights City School District, Shaker Heights, Ohio
BOARD MEMBER RESIGNATION/REMOVAL FROM OFFICE

A member of the Shaker Heights Board of Education who resigns will file a resignation with the Board President, who will forward the resignation to the District Treasurer.

Under conditions stated in the Ohio Revised Code 3313.11, a member may be removed from office by a two-thirds vote of the remaining members of the Board. This Board may recommend removal, and will do so for excessive and unnecessary absences from meetings.

Adoption date: October 13, 1987
Deleted date: March 10, 2009

LEGAL REF.: ORC 3313.11

Shaker Heights City School District, Shaker Heights, Ohio
BOARD MEMBER ETHICS

The Shaker Heights Board of Education believes that public education should be conducted in such a manner that the employees and the public will feel that ethical procedures are practiced. In general, the conduct of Board members should conform to the code of ethics of the Ohio School Boards Association, which includes the following:

1. ETHICAL STANDARDS FOR ALL INDIVIDUAL MEMBERS OF BOARDS OF EDUCATION.
   
   A. Accept responsibility for leadership by encouraging community and staff to improve the public school system in all appropriate ways, including the greatest efficiency in the use of money, promoting increases in funding as needed, and improvement in training and performance of staff, administrators, and Board.
   
   B. Make sincere efforts to respect divergent points of view by seeking to understand those who advance such diverse opinions.
   
   C. Recognize the principle of compromise as an acceptable solution to diversity and cooperation as productive to the common good.
   
   D. Recognize both the positive and negative aspects of dissent and, upon arriving at a decision, that Board members have an obligation to abide by the decision while retaining the right to attempt to alter the decision ethically.
   
   E. Avoid conflicts of interest and the use of Board membership for personal gain or even the appearance of impropriety, which can result from that position.
   
   F. Accept the primary objective of maintaining and improving public schools, not personal advancement or prestige.
   
   G. Devote time, thought, and study to the duties and responsibilities of School Board membership.
   
   H. Attempt to interpret the needs and attitudes of all parts of the School District and endeavor to translate them into the improvement of the school program.
   
   I. Respect the limited intent and scope of executive sessions and respect privileged communications from executive sessions and other administrative sources.
   
   J. Recognize that, although the primary obligation is to maintain and improve the quality of education in the local district, a substantial duty in a broad sense is to be concerned for the improvement of the quality of education at all levels of society, and refrain from actions locally that would substantially interfere or injure the program of education elsewhere.
Adoption date: October 13, 1987
Revised date: March 10, 2009

LEGAL REF.: ORC 102.03; 102.04
2921.01(A); 2921.42; 2921.43; 2921.44
3313.13
3319.21

Shaker Heights City School District, Shaker Heights, Ohio
TREASURER

Treasurer

As required by law, the Shaker Heights Board of Education will appoint an individual to serve as Treasurer to the Board.

The appointment of the Treasurer of Schools will be secured through an explicit contractual agreement, which will state the term of the contract, compensation and other benefits, and other conditions of employment. The contract will meet all state requirements and will protect the rights of both the Board of Education and Treasurer.

The Treasurer will be appointed for a term not to exceed 5 years. The term will commence on August 1 and continue through July 31 of the year in which the contract expires. However, the contract may be renewed in the year immediately preceding its expiration.

Salary and benefits will be determined by the Board at the time of the appointment and will be reviewed by the Board each year.

If at any time, in the opinion of the majority of Board members, the Treasurer’s services are considered unsatisfactory, he/she will be notified and shall be given an opportunity to correct the deficiencies.

If the Board intends to non-renew the Treasurer’s contract, notice in writing will be given to the Treasurer that his/her services will not be retained on or before the first day of March of the year in which the contract of employment expires or such other date as mandated by law.

The Treasurer will perform the duties prescribed by state law and by the Board of Education.

It is the expectation of the Shaker Heights Board of Education that the Treasurer will work cooperatively with the Superintendent of Schools.

Adoption date: October 13, 1987
Revised date: March 10, 2009

LEGAL REFS. ORC 131.18
3301.074
3311.19
3313.14; 3313.15; 3313.22; 3313.24; 3313.26 through 3313.34; 3313.51
5705.41; 5705.412; 5705.45

Shaker Heights City School District, Shaker Heights, Ohio
MINUTES

The minutes of the meetings of the Shaker Heights Board of Education constitute the written record of Board action. The Treasurer will record in the minutes of each meeting all actions taken by the Board.

Minutes will specify: (1) the nature of the meeting—regular or special—the time, the place, the members present, and the approval of minutes of the proceeding meeting or meetings; (2) complete record of official action taken by the Board; (3) items of significant information bearing on action; and (4) record of adjournment.

The Treasurer will include the motion, the name of the member making the motion, the name of the member seconding it, and record the vote of each member present. Minutes of executive sessions need only reflect the general subject matter of discussion.

A complete and accurate set of minutes will be prepared and become a regular part of the monthly agenda. Once prepared, the Treasurer may make copies of proposed minutes available for public inspection. However, all such minutes must be stamped "unofficial." The minutes will be signed by the President of the Shaker Heights Board of Education and attested by the Treasurer following their approval by the Board at a subsequent meeting.

The official minutes will be bound and kept in the office of the Treasurer. After the official minutes have been approved by the Board, the Treasurer will make them available to interested citizens upon request, during normal office hours. The Treasurer's office is located at 15600 Parkland Drive. In addition, citizens may receive the official minutes by requesting in writing that the Treasurer put his or her name on a mailing list.

Adoption date: October 12, 1987
Revised date: November 16, 1998
Revised date: March 10, 2009

LEGAL REFS.: ORC 121.22
149.43
3313.26

NOTE: Statute does not require recording. This change leaves taping to the discretion of school board.

Shaker Heights City School District, Shaker Heights, Ohio
BOARD OF EDUCATION REVIEW OF PROCEDURES

The Shaker Heights Board of Education will review, when appropriate, procedures developed by the administration to implement policy.

Procedures need not be approved by the Board except as required by state law. The Board's approval of legally required procedures will be accomplished in the same manner established for the adoption of policies and will be included with the policy.

Adoption date: October 13, 1987
Deleted date: March 10, 2009

LEGAL REF.: ORC 3313.20

Shaker Heights City School District, Shaker Heights, Ohio
POLICY DISSEMINATION/SUSPENSION OF POLICIES/POLICY REVIEW
AND EDUCATION

The Superintendent of the Shaker Heights Schools is directed to make accessible to the public the policies adopted by the Shaker Heights Board of Education and the regulations needed to put them into effect.

Policy Review and Evaluation

In an effort to keep its written policies up to date so that they may be used consistently as a basis for Board action and administrative decision, the Board will review and update its policies as needed.

The Superintendent is given the responsibility of calling to the Board's attention all policies that are out of date or for other reasons appear to need revision.

Adoption date: October 13, 1987
Revised date: March 10, 2009

LEGAL REF.: State Board of Education Minimum Standards 3301-35-03
ORC 3313.20
OAC 3301-35-02 (C) (2)
BOARD OF EDUCATION CONFERENCES, CONVENTIONS, AND WORKSHOPS

In keeping with the need for continuing in-service training and development for its members, the Shaker Heights Board of Education encourages the participation of all members at appropriate school board conferences, workshops, and conventions. However, in order to control both the investment of time and funds necessary to implement this policy, the Board establishes these principles and procedures for its guidance:

1. Funds for participation at such meetings will be budgeted annually.

2. Reimbursement to Board members for their travel expenses will be in accordance with the School District's travel expense procedures.

3. When a conference, convention, or workshop is not attended by the full Board, those who do participate will be requested to share information, recommendations, and materials acquired at the meeting.

Adoption date: October 13, 1987
Revised date: March 10, 2009

LEGAL REF.: ORC 3315.15

Shaker Heights City School District, Shaker Heights, Ohio
RECEIPT OF MONEY

The Treasurer shall be responsible for receiving all moneys due the Board of Education. The Treasurer is responsible for developing procedures for the receipt, internal transmittal, and deposit of all money.

Any person handling money on behalf of the district, or which is due the district, shall utilize prudent and safe cash management practices and shall abide by the district treasurer’s procedures.

Adoption date: May 9, 1989
Revised date: March 10, 2009

LEGAL REFS.: ORC 9.38
3313.291

Shaker Heights City School District, Shaker Heights, Ohio
THEFT AND VANDALISM

An atmosphere that is most conducive to teaching and learning must be free of the disruptions caused by theft and vandalism, including theft of personal and School District property, and vandalism of buildings, grounds, equipment, vehicles, library books, etc.

Theft and vandalism not only rob the District of valuable resources, but also create an atmosphere of distrust and disharmony.

Every citizen of the Shaker Heights City School District—students, teachers, parents, all employees, and residents—has a responsibility to enhance the learning environment by preventing, reporting, and cooperating with the prosecution of any incidents of theft or vandalism.

The Board of Education directs the Superintendent to:

- Institute a program in all buildings of theft and vandalism prevention through education, surveillance, staff training, and any other means feasible,

- Pursue appropriate disciplinary measures, including the signing of a criminal complaint and pressing criminal charges when necessary and appropriate,

- Pursue all available measures to gain reimbursement for damages to or loss of School District property.

Adoption date: November 17, 1987
Revised date: March 10, 2009

LEGAL REFS.: ORC 2909.05
3109.09
3313.173
3737.73; 3737.99
COPYRIGHT COMPLIANCE

The Board conforms to existing United States copyright laws and maintains the highest ethical standards in the use of copyrighted materials for instructional purposes.

The Board encourages its staff to enrich the learning programs by making proper use of supplementary materials. It is the responsibility of the staff to abide by the copying procedures and obey the requirements of the law. Under no circumstances may employees of the District violate copyright requirements in order to perform their duties properly. The Board is not responsible for any violations of copyright laws by its employees.

Copyright laws affect all employees because they set guidelines regarding the duplication and use of all copyrighted materials – print, nonprint, music, computer software, and others. The Superintendent is responsible for disseminating the guidelines for duplication and use of copyrighted materials to all employees.

Any employee who is uncertain as to whether the reproducing or use of copyrighted materials complies with the procedures or is permissible under law shall contact the Superintendent/designee.

Adoption date: April 15, 1987
Revised date: March 10, 2009

LEGAL REFS.: U.S. Const. Art. I, Section 8
Copyright Act, 17 USC101 et seq.
Physical Examination of Employees

The Shaker Heights Board of Education offers every employee an annual physical examination with the school physician. It requires an annual physical examination of all employees except members of the Shaker Heights Teachers Association who must have a physical examination every two years. It also mandates that all employees new to the District must have a physical examination within three months of appointment to a position and that they have evidence of a negative tuberculin test in the preceding three-month period or be required to take a tuberculin skin test. The tuberculosis control requirement may be met with an acceptable chest x-ray.

The Board of Education recommends strongly that all employees receive a physical examination by their private physician at least once every three years even if they decide to have the examination given by the school physician at other years. This will encourage employees to select a physician of their choice, assure them of contact with a physician in case need arises, and give them the benefit of a more thorough evaluation and understanding of their physical condition.

Adoption date: December 8, 1987
Deleted date: March 10, 2009

LEGAL REFS.: ORC 3313.643; 3313.71; 3313.711; 3327.10; 4113.23; 4123.01 et seq.; 5126.06

NOTE: The Physical Examination policy was originally adopted on February 6, 1968, revised March 8, 1977 and coded D114/D214. The Employee Tuberculosis policy was originally adopted February 10, 1970, revised February 14, 1977, and coded D114a/214a.

Shaker Heights City School District, Shaker Heights, Ohio
GBEA (Also JHCCA)

INFECTIOUS AND CONTAGIOUS DISEASE CONTROL

The continued attendance or exclusion from the District premises of any student or employee will be determined by the Superintendent. In making this determination, the Superintendent may solicit advice and/or recommendations from professionals such as public health physicians, the student’s or employee’s physician, and the District’s medical adviser and/or other individuals.

Adoption date: April 15, 1987
Revised date: March 10, 2009

LEGAL REFS.: Family and Medical Leave Act; 29 USC 2611 et seq.
ORC 3313.67; 3313.68; 3313.71
3319.13; 3319.141; 3319.321
3701.13; 3701.14
3707.06; 3707.08; 3707.20; 3707.21; 3707.26
3709.20; 3709.21
OAC 3301-35-06
SICK LEAVE

Sick leave for all regular part-time and full-time employees will accumulate at the rate of one and one-quarter work days for each completed calendar month of service whether or not school is in session. A completed calendar month of service is defined as being in active pay status for more than one-half of the scheduled work days. Unless restricted by a collective bargaining agreement, unused sick leave may be accumulated without limit.

Adoption date: April 9, 1991
Deleted date: March 10, 2009

LEGAL REFS: ORC

3319.141

NOTE: This policy was adopted 12/6/66 and revised 9/12/67, 9/10/68, 9/9/69, 9/10/70, 9/11/73, 2/8/77, 10/11/77, 2/20/79 and 8/9/83 and coded D-156.
RECRUITMENT AND EMPLOYMENT OF SCHOOL NURSES

The Board of Education recognizes that a superior educational system can be achieved only by staffing school buildings with nurses who have excellent training and superior ability. The Board believes in a salary program designed to attract and retain school nurses of this caliber.

In all instances every effort will be made to acquire the services of the best qualified applicant. Factors such as training, experience, performance, interpersonal skills, mature judgment, professional involvement, and commitment to the school community will be considered when selecting school nurses. New vacancies for school nurse positions will be filled with registered nurses with a baccalaureate or higher degree in nursing science or other health-related fields or with registered nurses already in the employ of the Board who are in a program that will result in the completion of baccalaureate or higher degree by July 1, 1991.

The Board of Education acknowledges the value and importance of a continuing inservice training program in helping nurses remain abreast of new developments in the health science field. Candidates are employed with the understanding that they also subscribe to this philosophy and intend to participate actively in activities designed to keep them professionally alert.

The Board of Education believes in a multiple interview process. All candidates recommended for employment should be interviewed in Shaker Heights, except in unusual circumstances, by several of the professional staff who will be working directly with the candidate.

All District personnel who are responsible for the recruitment, interview, employment, and promotion of personnel in the Shaker Heights City School District shall use practices and procedures which are consistent with the laws banning discrimination in employment and education.

Adoption date: October 13, 1987
Deleted date: March 10, 2009

Shaker Heights City School District, Shaker Heights, Ohio
COMPETENCY-BASED EDUCATION

The Shaker Heights Board of Education will ensure the existence of a program of competency-based education that meets or exceeds the Ohio State Board of Education standards in every curriculum area.

Competency-based education measures student outcome. Such a program will include subject objectives (what will be taught), pupil performance objectives (what the student will be able to do to demonstrate learning), evaluation procedures to determine program effectiveness and intervention techniques to provide for program improvement and to assist student improvement.

Each handicapped student will be considered individually as to his or her participation in the District's competency-based educational program.

Adoption date: April 15, 1987
Deleted date: March 10, 2009

LEGAL REF.: State Board of Education Minimum Standards 3303-35-02 (b) (2)
INFECTIOUS AND CONTAGIOUS DISEASE CONTROL

The continued attendance or exclusion from the District premises of any student or employee will be determined by the Superintendent. In making this determination, the Superintendent may solicit advice and/or recommendations from professionals such as public health physicians, the student’s or employee’s physician, and the District’s medical adviser and/or other individuals.

Adoption date: April 15, 1987
Revised date: March 10, 2009

LEGAL REFS.: Family and Medical Leave Act; 29 USC 2611 et seq.
ORC 3313.67; 3313.68; 3313.71
3319.13; 3319.141; 3319.321
3701.13; 3701.14
3707.06; 3707.08; 3707.20; 3707.21; 3707.26
3709.20; 3709.21
OAC 3301-35-06
Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.  

09-03-38

TREASURER’S REPORT AND RECOMMENDATIONS

Upon the recommendation of Mr. Bryan Christman, Treasurer, Ms. Levenson moved, seconded by Mr. Bliss that the financial statements for the month ended February 2009 (Exhibit T-1) be accepted and placed on file for audit.

President Feeling asked Mr. Christman to review the highlights of the financial statements. He commented on items as delineated in the financial and miscellaneous briefs and as follows:

- **Real Estate Taxes** – Tax advance collections received in February 2009 were $1,530,293 or 8.8% less than February 2008. We are attempting to ascertain whether the reduced collections are permanent in nature or will be made up in the first half settlement. The variance from both prior year and the budget is attributable to increased collection of delinquencies as a result of the County sale of delinquent tax accounts receivable in 2008 offset by the reduced tax advances received in the 1st half of 2009 collections. This revenue line item is $460,526 below budget, but only $126,798 below budget when combined with the state tax reimbursement HERB line item.

- **Investment Earnings** - $605,664 received this year, which is $716,723 or 54.2% less than received at this time last year. We are only $54,336 below budget for the year for this item.

- **Medicaid Program Update** – Included in February receipts is $230,866 representing the final settlement for the CAFS program (the previous Medicaid reimbursement program that was ended by the State as of June 30, 2005) for the fiscal years 2001, 2002, 2003, and the first half of fiscal 2004. The new Medicaid reimbursement program, the Ohio Medicaid School Program (OMSP), is in the final stages of implementation and we should start seeing revenues from special education services provided during the current fiscal year before the end of June. Reimbursement for billings retroactive to June 30, 2005 will start flowing at a later date.

- **Expenditures – Salaries & Wages** – Payroll expenses as of February 28th represent a 2.3% increase from last year’s payrolls for the same number of year-to-date pay dates. Excluding sick leave severance payments, however, the increase is 3.2% over the prior year. Sick leave severance payments this YTD totaled $574,174, representing a $263,805, or 31.5% decrease from the prior year YTD total of $837,979. Classified overtime paid in February 2009 was $7,666 less than February 2008, while the cumulative YTD classified overtime amounted to $61,789 over prior YTD.

- **Fringe Benefits** - $362,993 or 3.3% more this YTD than the amount paid through February 2008. This variance is primarily attributable to a $125,525 or 2.4% increase in health insurance which is due to the combination of the overall Anthem and prescription drug 5.34% increase effective January 1, 2008 and the 19% increase in the Kaiser premiums effective July 1, 2008, partially offset by a return of overfunding (aka a reduction of the current expense) in the Fund 024 Self Insurance Fund of $100,000 per month starting January 2009. On a budgetary basis fringe benefits are $219,874 below budget YTD.

- **Purchased Services** – Total purchased services are $621,185 or 8.0% more than the prior YTD. Total purchased services are $12,173 above budget YTD.
Total Expenditures – On a budgetary basis, total expenses were $605,138 or 1.1% less than the YTD budget amount, while encumbrances were $109,400 or 1.8% more than the YTD budget amount, combining for a net $495,738 favorable variance to budget YTD through February.

Levy Election Results – February 2009 – Of the 23 Ohio school district funding issues (23 school districts) on the February 3rd ballot, 43.5%, or 10 passed.

Special Education Catastrophic Aid Reimbursement Submission - In the month of February 2009, we completed and submitted our request for reimbursement of special education catastrophic costs for fiscal 2008. The total estimated reimbursement calculation totaled $1,293,622, which represents a $34,874 or 2.6% decrease from the fiscal 2007 reimbursement calculation amount of $1,328,496. Unfortunately, the State only reimbursed about 48.7% of the fiscal 2007 calculation amount, thus we received only $647,198 of the $1,328,496 submission. The haircut for the fiscal 2008 reimbursement is expected to again be in the 40-50% range. The District was the 5th highest reimbursement district in the State for fiscal years 2005, 2006, and 2008, and was the highest reimbursement district in the State for fiscal year 2007.

Energy in Education Program Savings – The District participates in the Ohio Schools Council (OSC) Consortium for its electricity and natural gas needs. The savings achieved as a result of participating in the OSC’s second long-term electricity program amounted to $88,279 or 13.42% of the $657,988 annual amount for the fiscal year ended June 30, 2008. Unfortunately, the electricity program ended December 31, 2008. The new agreement will provide for an 8.693% discount on both the distribution and the generation component portions of the electricity cost through May 31, 2011. Due to the financial market turmoil, there will be no prepayment savings component. The savings achieved as a result of participating in the OSC natural gas program amounted to $18,268 or 3.28% of the $557,662 annual (school building gas cost only) amount for the fiscal year ended June 30, 2008. A summary of the cumulative historical savings is attached to the briefs.

Federal Stimulus Package – The primary areas where the school District would hope to see monies come to the District are with regards to Title I and the IDEA program. There are lots of qualifications and disclaimers in any of the documents that you read. The estimates do call for the District to receive about $587,000 additional for Title I and $1,284,000 for IDEA over a two-year period of time.

Mr. Christman also commented on the following legislative items:

- Much focus currently on the federal stimulus package as well as the Governor’s Educational Reform proposal and the biennial budget.
- Other Legislation also being discussed include:
  Senate Bill No. 6 – Special Education Vouchers
  House Bill No. 4 – Distance Learning Pilot Program
  House Bill No. 21 – Community Schools Transportation

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Mr. Feeling.
The motion carried. Note: Ms. Sutherland was out of the room during this vote.
Upon the recommendation of Mr. Bryan Christman, Treasurer, Ms. Levenson moved, seconded by Mr. Bliss that in accordance with Section 135.14 of the Ohio Revised Code, the interim investments listed below be ratified.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Mr. Feeling. The motion carried. Note: Ms. Sutherland was out of the room during this vote.

09-03-40

Upon the recommendation of Mr. Bryan Christman, Treasurer, Mr. Robertson moved, seconded by Ms. Sutherland that the Board of Education approve the following supplemental appropriations resolution:

WHEREAS, the Shaker Heights Board of Education has received grants and awards from various funding sources; and

WHEREAS, the Shaker Heights Board of Education on September 9, 2008, adopted annual appropriations for the 2008-2009 budget year, which in part this appropriation in addition to others adopted since September will either replace or amend;

<table>
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<tr>
<th>Purchase Date</th>
<th>Maturity Date</th>
<th>Investment Amount</th>
<th>Bond Equiv. Yield</th>
<th>Type of Investment</th>
<th>Interest to be Earned</th>
<th>Dealer/Issuer</th>
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<td>1/1 - 1/31/09</td>
<td>Each Business Day</td>
<td>$104,000 - $913,000</td>
<td>0.150%</td>
<td>Overnight Sweep</td>
<td>$49.76</td>
<td>National City Bank (Payroll)</td>
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**FEDERAL & OTHER SECURITIES:**

**OTHER DEPOSIT ACCOUNTS:**

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<th>Account</th>
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<th>Avg. Annual Interest Rate for Month</th>
<th>Interest Earned</th>
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<td>Charter One - High Balance Ckg</td>
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NOW, THEREFORE, BE IT RESOLVED, that the Shaker Heights Board of Education, amend its previously adopted appropriation accounts:

NO EXHIBIT – To amend previous appropriation
Funding Agency: Ohio Department of Education
Funding: State of Ohio
Project: Auxiliary Services

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<th>HATHAWAY BROWN SCHOOL</th>
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<th>INC./(DEC.) APPROP.</th>
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GRAND TOTAL $101,260.65

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling. The motion carried.
09-03-41

At this time Mr. Feeling called for Board Committee reports.

Ms. Sutherland reported the following pertaining to the Strategic Framework Committee progress:

- The Design Team met in small groups to discuss the three sub-parts of the project and then again as the entire group of ten;
- The first group identified stakeholders and had discussions about the varied view points of the stakeholder groups;
- The second group studied the continuing role of the existing strategic framework including the manner in which it is being implemented as a component of the Ohio Department of Education’s required comprehensive continuous improvement plan for the District;
• Additionally the second group is suggesting ways to link the strategic framework with the full blown strategic plan;
• The third group evaluated potential facilitators and the essential characteristics needed;
• The Design Team initially recommended the use of the “appreciative inquiry” (AI) approach to developing the strategic plan;
• The third group developed a list of potential consultants from various sources that included 18 organizations and/or individuals that were identified and investigated as to the use of the AI vs. another method;
• Their research and discussion led them to the conclusion that AI was the alternative of choice, and that the next step was to engage an AI consultant to gather the input from a large number of people;
• The end product strategic plan will represent themes and priorities from a broad cross section of our community;
• The committee is now in the process of preparing a detailed project design that describes needs and expectations, which will be shared with the potential facilitators;
• The potential facilitators include three individual Ph.D.’s in organizational behavior that have extensive experience in AI, a great deal of experience working in education, and are either instructors or administrators at Ohio institutions of higher learning; and two facilitators that have worked on strategic plans with many of the Minority Student Achievement Network school districts as well as other school districts in other states;
• A draft of the design document is being reviewed by the committee who will then finalize a version to share with the potential facilitators; and
• Board member participation is desired for any personal interviews during the process.

Mr. Bliss added that a lot of time has been spent thus far this year working on the Strategic Plan. He stated that he has counted over 15 meetings with the sub committees, the design team, and the entire committee and is very proud of the level of commitment that is being shown by the members which comprise individuals from the PTO, teachers, administrators and School Board members. Although this is just the beginning, this Plan will carry us into the future as a District.

Mr. Feeling then called on Ms. Levenson and Mr. Robertson to report on Management Consultants. Mr. Robertson reported that as a former management consultant himself, there is a definitional point that it is the work of helping organizations improve their focus and/or performance primarily through the analysis of the existing environment, resources, processes and/or outcomes into the development of plans for change or improvement. There is a broad range of activities that you can call management consulting and the District regularly makes use of consultants as it did earlier this year in improving the high school’s cafeteria offerings. Mr. Robertson stated that he and Ms. Levenson have met with the Superintendent, have done some research and met with some community members around a specific proposal which was an extensive base line study which would generate a proposal for an extensive multi-year organizational change effort that might be driven by one of the large consultancies like McKenzie, the one he used to work for. The goal would be that it would be funded by one of the large foundations like Gates. The recommendation to the Board is that the Board begin with the strategic planning process. Should external consultants and funding be sought for a major change process those which are sought would likely generate the proposal for the foundation funding and would be able to base it on the work of the strategic planning process. Two things might have benefited from an initial base line study are being sure of our assessment of where we are as a District and be sure that our aspirations are sufficiently visionary and ambitious. It is anticipated that these could be addressed within the process, though possibly by turning to consultants and others for specific analyses that might crop up in the course of the work. We expect to end this year with solid progress within the existing framework and the completion of an even more focused framework. At that point we could decide to seek a more extensive consulting engagement. We recommend that we be charged with reviewing and offering recommendations with respect to specific consulting opportunities that come out of the process rather than beginning with some sort of big parallel process. The following next steps are proposed: 1) work with the administration to review and report on the use of such services are already in place and how those services might be engaged in the future to make sure they are
aligned with the work of the strategic planning process; 2) that we continue to dialogue with the consultancy community members we met and others that we can identify; and, 3) that we carefully follow the strategic framework development process and suggest opportunities to engage consulting services pro-bono or paid as they arise.

President Feeling thanked the Board members for their time in looking at this matter and for providing expert recommendations regarding management consultants. He encouraged Mr. Robertson and Ms. Levenson to continue to meet with those with whom they have identified and worked with in the past.

At this time President Feeling asked for comments or questions from the public audience. Ms. Carolyn Steiner asked Dr. Dale Whittington what percentage of teachers participated in the School Climate survey. Dr. Whittington reported that this had not been calculated as yet. Another audience member asked about the status of the new hire position of Assistant to the Superintendent and how it fits into the Strategic Plan. Superintendent Freeman responded that the position has been posted and advertised and we are receiving applications. They will be sorted soon in a reactive and proactive way and the new hire will probably start in the next academic year. It was noted that the position title is Director of Planning and Development. Mr. Dan Hoffman commented regarding the issue of teacher problems, discipline and behavior, and paperwork and what is being done to solve these problems. Superintendent Freeman stated that Dr. Whittington will address these issues in her final report.

There being no further business to come before the Board, Ms. Levenson moved, seconded by Ms. Sutherland that the meeting be adjourned.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling. The motion carries.

09-03-42

The regular meeting of the Shaker Heights Board of Education adjourned at 9:37 p.m.

F. Drexel Feeling, President

Bryan C. Christman, Treasurer