

To be approved at the Board of Education meeting November 8, 2017.

MINUTES OF THE October 10, 2017 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Tuesday, October 10, 2017, at 6:00 p.m. in the small auditorium of Shaker Heights High School, 15911 Aldersyde Drive, Shaker Heights, Ohio 44120.

1. OPENING OF MEETING

1.1 CALL TO ORDER

At 6:00 p.m. Board President Alex Liston Dykema, who presided over the meeting, called the meeting to order.

1.2 ROLL CALL

President Dykema directed Treasurer Bryan C. Christman to call the roll.

Members present:

William L. Clawson II, Todd C. Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, and Alex Liston Dykema.

1.3 PLEDGE OF ALLEGIANCE

An eighth grade student from Shaker Heights Middle School led the Board of Education in the Pledge of Allegiance followed by brief remarks on school events/projects from Ryan Beaumont, Shaker Heights Middle School Assistant Principal. Mr. Beaumont is proud to report that the Middle School's new Mobile Intervention Team has been very successful in their proactive approach to handling disciplinary issues as they happen and within the classroom setting. The ability to handle issues without removing the student(s) involved from the classroom preserves the students' valuable in-class learning time and also encourages communication, problem-solving and growth among the students.

1.4 APPROVAL OF BOARD MEETING MINUTES

At the recommendation of the Board President, and upon receiving a motion and a second, the Board of Education voted on approving the unofficial minutes for the September 12, 2017, Regular Board Meeting and the September 26, 2017 Special Board Meeting as presented in the attachments below.

Motion by Annette Tucker Sutherland, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-10-100

1.5 RECOGNITION/HONORS OF STAFF AND STUDENTS

At this time Superintendent Hutchings acknowledged staff and/or students for special recognition and/or honors as follows:

21 Shaker Students are National Merit Semifinalists or Commended

Twenty-one members of the Shaker Heights High School Class of 2018 have been named Semifinalists and Commended Students in the National Merit Scholarship Program. National Merit Semifinalists will have the opportunity to continue in the competition for National Merit Scholarship awards that will be offered next spring, and will be candidates for other scholarships as well. Nationwide, 16,000 National Merit

Semifinalists have been designated from approximately 1.6 million program entrants in more than 22,000 high schools. Representing less than 1 percent of each state's high school seniors, Semifinalists are in the state's highest-scoring students on the 2016 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT). These scholastically talented seniors are considered top candidates for admission to the most selective colleges. National Merit Scholarship winners of 2018 will be announced beginning in March and concluding in mid-June.

Shaker Students Participate in The Memory Project

For the past three years, Karen DeMauro's High School portfolio class has participated in The Memory Project, a charitable nonprofit organization that invites art teachers and their students to create and donate portraits to youth around the world who have faced substantial challenges, such as neglect, abuse, loss of parents, violence, and extreme poverty. On www.shaker.org, you can check out a video of Tanzanian children receiving the portraits crafted by our students.

First CommUnity Market a Success

The Shaker School PTO Council CommUnity Builders held their first "Shaker CommUnity Market" September 28. The event was in collaboration with the Shaker School's Center for Family and Community Engagement (F.A.C.E.), the City of Shaker Heights, the Shaker Heights Library, and Greater Cleveland Food Bank. CommUnity Markets offer families and neighbors access to school resources, community services, nutrition and health resources, exercise opportunities, and fresh produce. The free market includes booths about extra-curricular activities, the police and fire departments, library programs, and even cooking demonstrations. In addition, families may take home fresh produce from the Greater Cleveland Food Bank as they like. The next scheduled market is October 26. Special thanks to Roxanne Jaber, Stacey Hren and Yvette Reynolds, who are co-chairs of the PTO Council CommUnity Builders.

High School to Host Downlink With Astronauts

NASA has selected Shaker Heights High School to host a live 20-minute downlink with astronauts aboard the International Space Station on Wednesday, November 1. All community members are welcomed to watch the event, which will be streamed live online on NASA TV. Look for additional details at www.shaker.org.

1.6 PUBLIC COMMUNICATION TO THE BOARD

Board policy permits the President to invite public comment. The President designates the time for any comment and will limit the time to three minutes per speaker so as to be respectful of all who desire to offer public comment. Extensions to the three minute limit may be granted by the President. Anyone who wishes to speak at the time designated by the President should raise his or her hand and, when called upon, stand and state his or her name and address for the record. Because comments sometimes concern complex topics requiring research, an immediate response should not be expected. Board and staff members may be contacted for follow-up.

Mr. Dan Hoffman a 30+ year Shaker Heights resident, commented on the article he provided to members of the Board of Education regarding a recent Wall Street Journal article which profiles author and educator, Eva Moskowitz. Her book "Mission Possible" details her success in closing the achievement gap in a charter school in Harlem, New York City. Ms. Moskowitz, who is the founder and CEO of the Success Charter Network in Harlem, offers in her book practical, classroom-tested ideas for dramatically improving teaching and learning. Mr. Hoffman would like to see Shaker Heights City School District explore the implementation of Ms. Moskowitz's methods as a proactive attempt to address our own district's issues with equity and the achievement gap.

At this time, Superintendent Hutchings asked Assistant Superintendent of Business and Operations Stephen Wilkins to introduce the district's new chief legal counsel, the firm of Walter Haverfield. Eric Johnson will serve as lead counsel for labor relations and Christina Henagen Peer as lead counsel for pupil services. Mr. Johnson and Ms. Henagen Peer expressed their appreciation for the opportunity to serve and support the district and also found the detailed and involved process with which the district considered potential candidates to be impressive.

1.7 ANNUAL STRATEGIC PLAN METRICS REPORT

At this time, Dr. Dale Whittington, Director of Research and Accountability, and Mr. Chris Rateno, Director of Student Data and Accountability, provided an Annual Strategic Plan Metrics update. The presentation, which lasted from 6:15 p.m. until 7:00 p.m., included questions, answers and discussion with the Board.

2. APPROVAL OF ALL ACTION ITEMS AND REPORTS - PERSONNEL

2.1 APPROVAL OF ALL CERTIFIED AND CLASSIFIED PERSONNEL ITEMS

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving all personnel items included in Category Sections 3 and 4 below. Note-Category Sections 3. Personnel and 4. Addendum-Personnel of the agenda may be acted on in one motion. Note-all personnel actions are for the 2017-2018 school year unless otherwise noted.

3. ACTION ITEMS AND REPORTS-PERSONNEL

3.1 APPOINTMENTS

Hogan, Melissa - (Administrative Assistant I/Admin) - Step 9 of the OAPSE 149 Salary Schedule - effective October 9, 2017

Lewis, Jameisha - (Permanent Part Time Bus Driver/Transportation) - Step 1 of the Local 200 Salary Schedule - effective September 22, 2017

Matteson, Monica - (Special Education Aide/Onaway) - Step 12 of the OAPSE 153 Salary Schedule - effective October 5, 2017

Richard, Riley - (Permanent Part Time Bus Driver/Transportation) - Step 1 of the Local 200 Salary Schedule - effective September 22, 2017

Tuttle, Nicole - (KRP Support Teacher/Fernway) - Class B.A, step d of the Support Teacher's Salary Schedule - effective August 17, 2017 (correction to the July 11, 2017 board agenda)

Willis, Belinda - (Special Education Aide/Mercer) - Step 6 of the OAPSE 153 Salary Schedule - effective October 9, 2017

3.2 CHANGE IN ASSIGNMENT

Chowdhry, Nadia - (Skills Support Teacher/Lomond) - from Special Education Aide/Onaway to Skills Support Teacher/Lomond, Class M.A.+15, step a of the Support Teacher's Salary Schedule - effective September 11, 2017 (correction to the September 12, 2017 board agenda)

Cureton, Brian - (Assistant Security Supervisor/High School) - from Security Monitor/High School to Assistant Security Supervisor/High School, Class BB, grade 4 of the Supervisor, Classified Specialist, and Administrative Secretary Salary Schedule - effective October 9, 2017

Hillman, Jennifer – (100% Sr. Admin Secretary/Administration) – from 64% to 100% Class CC, grade 4 of the Supervisor, Classified Specialist and Admin Secretary Salary Schedule – effective October 18, 2017

Pikus, Kenneth - (Building Assistant/Fernway) - from Assistant Head Custodian II/Woodbury to Building Assistant/Fernway, step 7 of the Local 200 Salary Schedule - effective October 7, 2017

3.3 TEMPORARY EMPLOYEES

Substitute Bus Drivers

Dixon, D'Vaughn
Smith, Lakyla

Substitute Custodian

Gamble, Tuan

Study Assistant

Glaros, Margaret

Substitute Special Education Aide

Austin, Consuela
Carrier, Marcie
Hamilton, Lisa
Hamilton, Sharon
Hurle, April
Kantarovich, Sheryl
Kisner, Samuel

Koubek, Courtney
Kacic, Mira
McGill, Marsha
Price, Jennie
Wesolek, Edward
Willingham, Desiree

Substitute Secretary

Hartley, Matthew
Hren, Stacey

Substitute Security

Ashcroft, Patrick
Johnson, Moneecia
Radford, Johnny

Tolbert, Eric
Tucker, Michael

Lunch Aides

Berry, Berthia
Holloway, Margaret
Potts, Darnesse
Potts, Faye

Tabb, Sidnei
Teeter, Stephanie
Walker, Juanita

Off Duty Police

Dunn, Matthew
LaGruth, Joseph

Proctors

Alexander, Yvette
 Arvinger, Dinah
 Bardt Perry, Raven
 Campbell, Cynthia
 Clifford, Jan
 Daunch, Michelle
 Donovan, Timothy
 Garbor, Mark
 Geddes, Diana
 Greer, Morgan
 Gross, Rachel
 Hess, Betty

Kessler, Mark
 Morgan, Thomas
 Peeples, Anita
 Powers, Linda
 Scheider, Eric
 Schwartz, Georgeta
 Simmons, Beverly
 Smith, Carole
 Toha, Jane
 Watkins, Kimberly
 Weaver, Valerie

Substitute Educational Support Specialist

Kisner, Samuel

Tutoring Center Tutors

Carvin, Paul
 Hervey, Miranda

3.4 SPECIAL ASSIGNMENTS

Authorization is requested for staff members to participate in the following activities. A unit refers to approximately one-half day of service at \$65.

Classroom Relocation

\$200 per individual

Isaacs, Shifa

Curriculum and Instruction Leadership Council (CILC) Work Team Member per Project

<u>Last Name</u>	<u>First Name</u>	<u>Building</u>	<u>Team</u>	<u>Stipend</u>
Kunchik	Kelly	Boulevard	Grade 1	\$400.00

Evaluation Committee Co-Facilitator

Up to 20 units

Paskewitz, Lena

Evaluation Committee

Up to 10 units

Clemente-Milne, Deanna
 Dora, Megan
 Glasier, Andrew

Kalan, Timothy
 Tobey, Addie

In-District - International Baccalaureate Professional Learning Workshop - Cathryn Berger Kaye

Up to 2 units per individual

Diemer, Susan

Local Professional Development Committee (LPDC) Chair 2017-2018

Up to 5 units per individual

Roberts, Ellen

Lomond Positive Behavior Interventions and Supports (PBIS) Professional Learning Summer 2017

Up to 2 units per individual

Hammer, Francine

Authorization is requested for staff members to participate in the New Staff Orientation. Classified Staff at their current hourly rate

New Staff Orientation - up to 8 hours

Frazier, Diamond

Jackson, Dwayne

Schaner, Brittany

Peer Evaluators for the 2017-2018 School YearBoulevard

Chung, Carmen - \$100

Cohen, Marcie - \$100

Grieshop, Cathleen - \$100

Kline, Brenda - \$100

Krantz, Stacey - \$100

Loomis, Megan - \$100

Moses, Leanne - \$100

Rollins, Lauren - \$100

Fernway

Boyer, Selena - \$300

Hannah, Amy - \$100

Harden, Jamie - \$100

Konopinski, Megan - \$100

Lewis, Adiran - \$100

Paskewitz, Lena - \$100

Vail, Jennifer - \$100

Zucca, Matthew - \$100

Lomond

Patterson, Nicole - \$100

Smith, Steven - \$300

Townsend, Donita - \$100

Mercer

Luther, Rachel - \$300

Rose, Barbara - \$100

Siegel, Elizabeth - \$300

Onaway

Koenigsberger, Kristen - \$100

Lever, Jennifer - \$100

McGuan, Martin - \$100

Sweeney, James - \$100

Woodbury

Bognar, Robert - \$100

Brindza, Betsey - \$100

Clemente-Milne, Deanna - \$100

Litterst, Nicole - \$100

Longino, Kristina - \$100

Miller, Larry - \$100

Englander, David - \$100
 Farren, Christine - \$300
 Fraser-Mason, Aisha - \$100
 Garrison, Darlene - \$100
 Goodrum, Angela - \$100
 Hayward, Kristina - \$100
 Jarvie, Sherri - \$100
 Lease, Patricia - \$100
 Lewis, Gwendolyn - \$100

O'Leary-Stark, Marie - \$300
 Pincoe, Heather - \$100
 Portner, Bethamie
 Reese, Nathaniel - \$100
 Shapero, Cheri - \$100
 Shepherd, Aquita - \$100
 Thomas-Taylor, Chante - \$100
 Turoff, Debra - \$100

Middle School

Abrams, Chamaine - \$100
 Aiken, Terri - \$100
 Bishko, Jeremy - \$100
 Collier, Jevette - \$100
 Hruby, Anna - \$100
 Lenczewski, Mark - \$100
 Lindsey, Dexter - \$100
 Manning, Katherine - \$100

Nagal, Matthew - \$100
 Quarles, Debra - \$100
 Roberts, Ellen - \$300
 Roth, Linda - \$100
 Schwenn, Michael - \$100
 Sears, Michael - \$300
 Thomas, Kevin - \$100
 Tobey, Addie - \$100
 Warren, Tracey - \$100

High School

Anderson, Kelly - \$100
 Berger, Brian - \$100
 Bonner, Shaunna - \$100
 Boyd, Carol - \$100
 Coffey, Mary - \$100
 Craig, Sharon - \$100
 Crain, Daniel - \$100
 Daberko, Laura - \$100
 Demauro, Karen - \$100
 Doersen, Valerie - \$100
 Ersek, Amanda - \$100
 Fleming, Kathleen - \$100
 Genillier, Suzanne - \$100
 Glasier, Andrew - \$100
 Grey, Aimee - \$100
 Holliday Keaf - \$100
 Horstman, Yvonne - \$100
 Jelen, Donna - \$100
 Lawlor, Catherine - \$100
 Manuel, Renee - \$100
 Morris, John - \$100

Owens, Kimberly - \$100
 Podl, Jody - \$100
 Ponce de Leon, Kimberly - \$100
 Rathbone, Joel - \$300
 Roberts, Kimberly - \$100
 Roberts, Tana - \$100
 Sekicky, Natalie - \$100
 Sheppard, Silvia - \$100
 Shiner, Windy - \$100
 Shrestha, Emily - \$100
 Slovikovski, Walter - \$100
 Steggert, Stacey - \$100
 Stouffer, Christina - \$100
 Sylak, Maureen - \$100
 Torrence, Tod - \$100
 Vazquez, Enid - \$100
 Vazquez, Tito - \$100
 Vokes, Elizabeth - \$100
 Wilkes, Jessica - \$100
 Willis, Eileen - \$100

District

Clark, Kristen - \$300
 Moore, John - \$600

Weisbarth, Jennifer - \$300

Planning for August Grade level Meetings Up to 2 units per individual

Smith, Stephen

Shaker Heights Middle School Leadership Institute
Up to 6 units per individual

Anderson, Kelly

Tutoring Center Tutor- Middle School

Carvin, Paul

3.5 SUPPLEMENTAL CONTRACTS

	TYPE	DESCRIPTION			
DISTRICT SUPPLEMENTALS					
ANDERSON, ANGELA	0453	RESIDENT EDUCATOR MENTOR	2	x	1
CHUNG, CARMEN	0414	RESIDENT EDUCATOR MENTOR	1.5	x	1
COHEN, ADAM	0439	RESIDENT EDUCATOR MENTOR	2	x	1
COTTON, CHRISTOPHER	0401	RESIDENT EDUCATOR MENTOR	2	x	1
CRAIG, SHARON	0411	RESIDENT EDUCATOR MENTOR	2	x	1
DIPIERO, JILL	0441	RESIDENT EDUCATOR MENTOR	2	x	1
DOERSON, VALERIE	0412	RESIDENT EDUCATOR MENTOR	1.5	x	1
FARMER, JAICYNTHIA	0406	RESIDENT EDUCATOR MENTOR	2	x	1
HORVAT , KARA A	0375	MENTOR - 1 YEAR	4	x	1
HORVAT , KARA A	0417	RESIDENT EDUCATOR MENTOR	1.5	x	1
JARVIE, SHERRI	0402	RESIDENT EDUCATOR MENTOR	2	x	1
JARVIE, SHERRI	0405	RESIDENT EDUCATOR MENTOR	2	x	1
KRANTZ, STACEY	0416	RESIDENT EDUCATOR MENTOR	1.5	x	1
LOOMIS, MEGAN	0409	RESIDENT EDUCATOR MENTOR	2	x	1
LOOMIS, MEGAN	0422	RESIDENT EDUCATOR MENTOR	1.5	x	1
MATTINGLY, CRYSTAL	0403	RESIDENT EDUCATOR MENTOR	2	x	1
MCCLAIN, YVETTE	0419	RESIDENT EDUCATOR MENTOR	1.5	x	1
NAGAL, MARK	0424	RESIDENT EDUCATOR MENTOR	1.5	x	1
PELTZ, JENNA	0421	RESIDENT EDUCATOR MENTOR	1.5	x	1
ROLLINS, LAUREN	0372	MENTOR - 1 YEAR	4	x	1
ROLLINS, LAUREN	0408	RESIDENT EDUCATOR MENTOR	2	x	1
SWEENEY, JAMES	0413	RESIDENT EDUCATOR MENTOR	1.5	x	1
TRIOZZI, MONICA	0440	RESIDENT EDUCATOR MENTOR	2	x	1
TRIOZZI, MONICA	0423	RESIDENT EDUCATOR MENTOR	1.5	x	1
VAIL, JENNIFER	0410	RESIDENT EDUCATOR MENTOR	2	x	1
WEISBARTH, JENNIFER	0415	RESIDENT EDUCATOR MENTOR	1.5	x	1
WEISS-FLYNN , PENNY L	0418	RESIDENT EDUCATOR MENTOR	1.5	x	1
WEISS-FLYNN , PENNY L	0420	RESIDENT EDUCATOR MENTOR	1.5	x	1
WORKMAN, SARAH	0374	MENTOR - 1 YEAR	4	x	1
WORKMAN, SARAH	0400	RESIDENT EDUCATOR MENTOR	2	x	1
HIGH SCHOOL SUPPLEMENTALS					
BERNDT, VICTORIA	8512	MODEL UN	1.3	x	1
ENDRE, MARGARET	9635	SWIMMING ASSISTANT COACH	9	x	1

HARRISON, MICHELLE	9221	WINTER CHEERLEADING HEAD	8	x	1
KNIGHT, WILLIAM	9900	WRESTLING HEAD COACH	14	x	1
RUDELL, JOHN	9916	WRESTLING ASSISTANT COACH	10	x	1
SANCHO, RAYMOND	9511	SOCCER ASSISTANT COACH	9	x	1
SUMERAK, SCOTT	8371	SPRING SHOW DIRECTOR	6.5	x	1
TURNER, BENJAMIN	9530	SOCCER ASSISTANT COACH	10	x	1

MIDDLE SCHOOL SUPPLEMENTALS

HINDESMILLER, SYLVESTER	7231	MEN'S LOCKER ROOM SUPERVISOR	4.5	x	1
HOLMES, KATRINA	7909	SHAKER READING MENTORS COORD	2.3	x	1
MOSS, SHANITA	7910	SHAKER READING MENTOR ADVISOR	1.5	x	1
WATSON, DAVID	7219	LATE DETENTIONS	2	x	1

SUPPLEMENTAL CORRECTIONS

CUDA, TONY	8512	MODEL UN	1.3	x	1	RESCIND -9/12/2017
GIBSON, JARVIS	9300	FOOTBALL HEAD COACH	16	x	1	CORRECTION - 9/12/2017
HOLMES, KATRINA	7911	SHAKER READING MENTOR ADVISOR	1.5	x	1	RESCIND- 8/15/2017
ROCHE, ASHLEY	7458	SCIENCE OLYMPIAD COACH	4	x	1	RESCIND - 8/15/2017

3.6 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Hart, Frederick - (Language Arts Teacher/Woodbury) - Class M.A., effective September 11, 2017

3.7 RESIGNATIONS

Gonzalez, Nicole - (Special Education Aide/Mercer) - effective September 22, 2017 - 2 weeks of service (resignation)

4. ADDENDUM – PERSONNEL

4.1 APPOINTMENTS

Sizemore, Dawn - (Coordinator of the Innovative Center for Personalized Learning/Innovation Center) - Class xx, step 9 of the Classified Administrator Salary Schedule - effective October 9, 2017

4.2 TEMPORARY EMPLOYEES

Tutoring Center Tutor

Curran, Judith

Substitute Secretary

Hamilton, Sharon

4.3 RESIGNATIONS

Lumpkin, Brent - (Permanent Part Time Bus Driver/Transportation) - effective October 20, 2017 - 5 years of service (resignation)

Motion by Annette Tucker Sutherland, second by Todd Davidson.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-10-101

5. ACTION ITEMS AND REPORTS – BUSINESS (no items)

6. ADDENDUM - BUSINESS (no items)

7. ACTION ITEMS - BOARD OF EDUCATION

7.1 ADOPTION AND/OR REVISION OF BOARD POLICIES

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 conducted a complete review of all existing Board policies working with the Ohio School Boards Association to revise and compile a new all-inclusive set of Board policies which were adopted on December 7, 2015; and

WHEREAS, the Board Policy Review Committee was also charged with reviewing and editing newly-required or recently-revised proposed policies, and has a set of such proposed policies 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's recommended proposed policies be hereby approved.

THIRD OF THREE READINGS

(Note: In accordance with Board Policy, this is the third of three required readings of these policies. The first reading was August 15, 2017 and the second reading was September 12, 2017.)

CCA - ORGANIZATIONAL CHART

IGBI - ENGLISH LEARNERS

DID - INVENTORIES

IGBJ - TITLE I PROGRAMS

DJC - BIDDING REQUIREMENTS

IGBL - PARENT & FAMILY INVOLVEMENT IN EDUCATION

Motion by Todd Davidson, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-10-102

7.2 MEMORANDUM OF UNDERSTANDING - INTEREST BASED BARGAINING

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving the SHTA Memorandum of Understanding - Interest-Based Bargaining (see attachment).

Motion by William Clawson II, second by Todd Davidson.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-10-103

8. ACTION ITEMS AND REPORTS - TREASURER - FINANCE & BUDGET

8.1 MONTHLY FINANCIAL REPORT

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Monthly Financial Report consisting of the Financial Statements and Interim Investments for the month and year-to-date ended September 30, 2017 (attached Exhibit T-1 in Subject Section 8.2).

8.2 FINANCIAL STATEMENTS

It is recommended that the attached monthly financial statements for the month and year-to-date ended September 30, 2017 (Exhibit T-1) be accepted and placed on file for audit, and that in accordance with Section 135.14 of the Ohio Revised Code, the interim investments also included with the monthly financial statements (Exhibit T-1) be ratified.

SEPTEMBER 2017 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date September 2017 has been similar to the same reporting period for the prior year with the following exceptions:

- The real estate tax advances received in July & August this year were \$0.5 million lower than last year. This difference less the \$126,000 favorable timing difference in the early 2nd half advance received in May, nets to a \$344,765 permanent 2nd half settlement unfavorable variance.
- Other Local revenue was \$417,633 or 104.3% more than prior year due primarily to the delayed (from prior fiscal year) receipt in July of \$246,010 from the State for the 1st semester Fiscal 2017 and \$359,192 for the 2nd semester Fiscal 2017 of SF-14 & SF-14H payments, thusly accounting for a portion of the low collections in Fiscal 2017; and
- State Foundation funding in Fiscal 2018 is expected to be the same as in Fiscal 2017 due to the District's transition to being on the "guarantee" since having reached the previous "gain cap" limit now no longer in effect due to declining enrollment.

The expenditure activity for the month and for the fiscal year-to-date September 2017 was \$1.6 million or 7.0% more than the prior year amount, due primarily to \$1.1 million of payments related to the Middle School roof project along with expected increases in costs as well as some timing differences. In summary the District's overall finances are on target with expectations at this time.

Workers' Compensation Update:

In accordance with our strategy to maximize the District's benefit of the discounts associated with the Bureau of Workers' Compensation (BWC) two-year conversion to a prospective basis for collecting premiums, we once again elected to continue our participation in the BWC's "Group Retro" program for calendar 2018.

Medical Mutual of Ohio to Become District Health Insurance Carrier:

As you may have heard, Medical Mutual of Ohio (MMO) recently announced that all of University Hospitals (UH) providers/facilities/services will be considered "in network" for MMO clients effective 10/1/17 (see attached announcement). Given that, coupled with their aggressive quote in response to the District's RFP for our health insurance provider for our next plan year beginning January 1st, the District has decided to make the switch to MMO from Anthem effective January 1, 2018. MMO's quote represents a nearly \$450,000 reduction in admin/fixed costs from current levels (\$310,000 less than Anthem's quote).

Additional savings are expected from the conversion from our current prescription drug provider RxOC program with Express Scripts, Inc. (ESI) to the MMO program also through Express Scripts. Because the Pharmacy Benefit Manager (PBM) is ESI in both programs, there should be minimal impact to the District employees and their dependents. The District's dental insurance coverage will remain with Anthem.

A presentation on the change was given to the District Insurance Committee on 9/14/17, at which time they endorsed the District's decision to accept the MMO quote thereby ending the Anthem contract as of the end of the calendar year. There will be no coverage gap for employees due to the switch. While we expect the conversion process to be relatively painless to our employees (e.g. employees will not have to change doctors nor will they have to get new prescriptions), we will work diligently with MMO, Gallagher, Anthem and ESI to minimize any unintended consequences of the conversion process to District employees and their covered family members.

The District will remain self-insured for claims costs, and accordingly the 1/1/18 premium renewal rates, which are still being assessed, will reflect the anticipated increases in claims costs less the impact of the expected savings in the admin/fixed costs due to the switch. We anticipate that the savings in the admin/fixed costs area will help to mitigate the need for a large increase in the 1/1/18 premium rates. The Board resolution approving the renewal rates will be included on either the November or December Board meeting agenda.

Tyler Munis Conversion:

Due to turnover in the District's Human Resource department, we had previously delayed implementation of the Human Resource/Payroll module of the Tyler Munis Enterprise Resource Planning (ERP) system. Now, due to the turnover of critical fiscal staff positions at the District's Information Technology Center (ITC), *Connect*, who were responsible for leading/directing the conversion implementation, we have decided to also put the implementation of the budget & accounting module on hold to provide additional time to analyze and reassess the best path forward.

Mr. Christman also reported on the following legislative items:

- **Fiscal 2017-18 State Budget Status:** State General Revenue Fund revenues YTD through August 2017 ended with a \$27 million favorable variance while expenditures ended with a \$157 million unfavorable variance, for a net unfavorable variance of \$131 million. All of the expenditure variance is attributable to what is currently believed to be a timing difference in property tax reimbursement payments to the State local governments.
- **ESSA:** The Ohio Department of Education submitted its final ESSA State Plan on September 15th.
- **Senate Bill No. 39:** Gubernatorial candidate Joe Schiavoni's bill would increase oversight and transparency of online charter schools. The legislation would require eschools to "provide" rather than "offer" 920 hours of learning opportunities. It would also require that recoveries from charter school audits be returned to the district of residence from which it was withheld.
- **House Bill No. 342:** seeks to eliminate the August election for local tax proposals. The bill would also require ballot millage to be expressed as \$'s per \$100,000 of tax valuation vs the current \$ per \$100 of tax valuation, thereby making the tax increase to appear much larger.
- **House Bill No. 343:** would prohibit local governments from challenging property tax valuations not owned by the government unless the government does the following: pass a resolution authorizing the filing of the complaint

identifying the parcel, the owner of the parcel, and the basis of the complaint, all with a 7-day advance notice of the resolution vote to the parcel owner.

- **Ohio Pension System COLA Cuts:** The Ohio Public Employers' Retirement System (PERS) is considering cutting the cost of living adjustments (COLA's) for its 1 million members as a way of shoring up the fund's long-term finances. The School Employees' Retirement System (SERS) met in special session yesterday to address previously proposed changes in COLA's for retirees. Earlier, SERS froze COLA's for years 2018 through 2020. The adopted proposed changes allow SERS to apply COLA's after 2020 based upon a CPI index limited to a max of 2.5%.
- **ECOT** says it will close its doors by January without relief from the Court regarding repaying the \$60 million for the 2015-2016 school year as well as a new claim from ODE requiring ECOT to repay \$19 million for the 2016-2017 school year. ECOT currently enrolls 12,000 students.
- **Ohio Awarded \$35 million Grant:** The Ohio Department of Education announced last week that the State was awarded a \$35 million "Striving Readers Comprehensive Literacy Grant" from the U.S. Department of Education.

Mr. Christman also updated the Board on the Treasurer's Department activities since the last meeting:

- administrative meetings covering matters including insurance, legal, employee benefits, collective bargaining and public records requests;
- various other meetings including the Connect/Tyler Munis, budget updates with High School and Transportation Department, Shaker Heights Public Library/Finance & Audit review, Inventory Processes, Bond Issuance with investment advisors, and Equity presentation/book study;
- led Treasurer's Strategic Plan Chat;
- $\lambda\epsilon\delta$ Treasurer's Strategic Plan Chat;
- attended Ohio BOE Public Policy Forum;
- $\alpha\tau\tau\epsilon\nu\delta\epsilon\delta$ League of Women Voters Shaker Heights Chapter Candidate

Night;

- attended Treasurer's Clinic;
- participated in law firm interviews;
- attended PFR FY18 Five Year Forecast Seminar;
- working with state auditors;
- beginning work on ACA for year end reporting;
- held Finance & Audit Committee meeting/Board Docs LT training;
- held Open Enrollment meeting with district employees.

Motion by Todd Davidson, second by William Clawson II.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-10-104

8.3 REQUEST FOR TAX ADVANCES FROM THE COUNTY TREASURER

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Request For Tax Advances From the County Treasurer resolution listed below.

BE IT RESOLVED, by the Board of Education of the Shaker Heights City School District, County of Cuyahoga, State of Ohio;

Section 1. That the Fiscal Officer of Cuyahoga County be and is hereby requested to issue an order to the Treasurer of Cuyahoga County to pay to the Treasurer of this Board of Education such funds as may be available for distribution by said County Treasurer.

Section 2. That the Treasurer be and hereby is authorized to sign the appropriate documents to secure such advances, as well as the secondary documents to secure the semi-annual settlement with the County Treasurer during the calendar year 2018.

Section 3. That such authorization shall extend to all advances requested during the calendar year 2018.

Section 4. That the Treasurer of the Board, be and hereby is authorized and directed to certify a copy of this resolution to the County Treasurer and make such other certifications and reports to the County Fiscal Officer or Treasurer as may be necessary to make this resolution effective.

Motion by William Clawson II, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-10-105

8.4 HOUSE BILL NO. 412 FIVE-YEAR FINANCIAL FORECAST

At the recommendation of Treasurer Bryan C. Christman and the District's Finance & Audit Committee (which reviewed and approved the forecast on October 3, 2017), and upon receiving a motion and a second, the Board of Education voted on approving the House Bill No. 412 Five-Year Financial Forecast (attached Exhibit T-2) and directing the Treasurer to file a copy of such forecast with the Ohio Department of Education.

Prior to the vote, Mr. Christman reviewed the attached five-year forecast with the Board and audience.

House Bill No. 412 requires districts to submit a five-year forecast to the Ohio Department of Education by the end of October and then again before May 31st. Accordingly, the current updated version is included on tonight's agenda for approval. The Finance & Audit Committee reviewed and approved the Forecast at their October 3rd meeting.

Mr. Christman reviewed with the Board the basic forecast background information:

- Required two times per year, last one approved in May 2017. The first of the fiscal year is due by the end of October, and the second filing must be by the end of May;
- Can be amended and submitted at any time during the year;
- Reflects the actual fiscal 2017 revenue and expenses;
- And the projected fiscal 2018 revenue and expenses based upon final fiscal 2017 data;
- Basic format requires three years of historical and five years of projected data;
- The forecast is simply a planning tool used in long-term strategic planning for the District;
- It is designed to help identify issues and circumstances that need to be addressed in advance of occurrence;
- This represents but one approach to balancing the District's finances;
- Does not necessarily reflect the exact layout of future events; and
- Other events will occur that will likely have an impact on this forecast e.g.
 - Ohio's current and future biennial budgets;

- Continued recovery of the Ohio economy;
- Continued recovery of the real estate markets; and
- Other market forces that impact our expenditure base.
- The only thing about this forecast for which we can be assured, is that most all of the numbers will be different.

Mr. Christman also reviewed and discussed information included in the forecast including the following:

- pie charts and line graphs imbedded in the report representing historical and projected information about the various revenue and expense items;
- key assumptions about revenues, expenses, enrollment, assessed valuation, targeted budget savings; and
- projected timing of the next operating levy.

Key assumptions incorporated into the forecast include:

- No decline in property tax assessed valuation during the forecast period;
- Property tax collection rates remain consistent with recent years;
- State Foundation funding shifts from the "gain cap" status in F2016, to the "formula" basis in F2017, with a transition to the "guarantee" basis in F2018 and beyond;
- Continuation of declining "guarantee" for projected declining enrollment resulting in a 5% reduction in State Foundation funding for Fiscal 20/21 and again in Fiscal 22/23;
- Salary & wage growth in accordance with the collective bargaining agreements;
- Moderate projected increases in health insurance in Fiscal 2018 and Fiscal 2019 due to savings to be achieved with the switch to Medical Mutual of Ohio effective January 1, 2018;
- Reduced expenditures for capital outlay due to availability of the \$30 million bond issue and the 1.25 mill permanent improvement levy proceeds;
- No reduction in expenses for projected declining enrollment, yet;
- Continuing budget savings of \$1.0 million in Fiscal 2018 and Fiscal 2019 are reflected in respective expense line items based upon the Fiscal 2017 \$2.5 million favorable expenditure budget variance; and
- Projected operating levy of 6.9 mills in 2020 for collection beginning in calendar 2021.

The presentation and review, including questions, answers and discussion with the Board lasted from about 7:17 p.m. until 8:00 p.m. at which time the vote was taken.

Motion by Todd Davidson, second by Alex Liston Dykema.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-10-106

9. SUPERINTENDENT'S REPORT

9.1 SUPERINTENDENT'S REPORT

At this time, the Superintendent provided the following report on various district matters including a status update on the Shaker Heights Schools' Strategic Plan:

Homecoming 2017

The District and community enjoyed our best-ever Homecoming Weekend, which was open to all Shaker Heights families, community members and alumni. The weekend kicked off Friday, September 22, with Raider Nation Night Out at The Dealership on Lee Road. We modeled the event after the very successful Van Aken Beer Garden. More

than 300 people attended what is certain to become an annual tradition. Everyone from the food truck operator to the musicians to the caricaturist was a Shaker alum. On Saturday, September 23, we had our Raider Nation Pre-game Festival on the Oval followed by our Homecoming Football Game versus Medina. The festival included clubs and sports teams from the High School as well as our wonderful Drum Line. It was truly a day of entertainment for all ages, including young children. The entire weekend was a great example of alumni and community engagement. It was also a great example of everyone working together, from our custodians to our athletic department to our grounds and maintenance employees. A special thanks to Holly Coughlin, executive director of the Shaker Schools Foundation, who realized her goal of bringing together our alumni with our community.

Equity Task Force

Mayor Leiken was the special guest at our September Equity Force meeting. The mayor agreed to speak with our task force after he and I discussed equity issues. He shared some of his own experiences with equity issues during his career, and we are grateful he found the time in his busy schedule to meet with us. As you recall, the core mission of our Equity Task Force is to identify and understand equity issues—with a specific focus on race—in our schools through engagement and dialogue with a broad base of stakeholders. This effort very much ties in to our Five-Year Strategic Plan.

League of Women Voters Forum

I attended the League of Women Voters Candidates Night at the Middle School September 28. I found the event to be extremely informative. Thanks to the League for this excellent event! Please remember that our PTO Council and a host of other organizations are sponsoring an upcoming candidates' forum October 18 at 7 p.m. here in the High School Small Auditorium. You can watch the event here.

10. BOARD MEMBERS' REPORTS AND HIGHLIGHTS

10.1 BOARD MEMBERS' REPORTS AND HIGHLIGHTS

Annette Tucker Sutherland reported that she and other Board members had recently attended the Shaker Heights City School District Hall of Fame Induction. Ms. Sutherland was very impressed with this year's inductees and their accomplishments as well as with some of the changes and refinements Foundation Executive Director Holly Coughlin has made to the induction process and event.

Ms. Sutherland has been working with the Mayor and City Council on lobbying efforts related to proposed changes to the federal tax code and has shared a draft of a letter with fellow board members via email. The proposed elimination of state and local tax deductions will threaten schools in Ohio through double taxation and taxpayer fatigue and will greatly hinder Districts' abilities to pass their school levies. Many organizations have signed on in support of this effort.

11. EXECUTIVE SESSION

11.1 EXECUTIVE SESSION

At the recommendation of President Dykema, and upon receiving a motion and a second, the Board of Education voted on recessing the meeting and entering into executive session to discuss employee personnel matters under Ohio Revised Code (ORC) Section 121.22(G)(1).

Motion by William Clawson II, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-10-107

The Board recessed the public session at 8:14 p.m.

After a brief break, the executive session convened at 8:20 p.m. with Superintendent Hutchings and Treasurer Christman in attendance.

At 9:29 p.m., President Dykema declared the end of the executive session, at which time the public session reconvened.

12. ADJOURNMENT

12.1 NEXT MEETING

The next special board work session of the Shaker Heights City School District Board of Education will take place on Tuesday, October 24, 2017, at 3:45 p.m. in the High school small auditorium.

The next regular meeting of the Shaker Heights City School District Board of Education will take place on Wednesday, November 8, 2017, at 6:00 p.m. in the High School small auditorium.

12.2 ADJOURN THE MEETING

There being no further business to come before the Board, and upon receiving a motion and a second, the Board of Education voted on adjourning the meeting.

Motion by second by William Clawson II, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-10-108

The regular meeting of the Shaker Heights Board of Education adjourned at 9:30 p.m.

Alex Liston Dykema, President

Bryan C. Christman, Treasurer