

To be approved at the Board of Education meeting November 9, 2016.

MINUTES OF THE OCTOBER 11, 2016 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Tuesday, October 11, 2016 at 5:00 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 5:00 p.m., President William L. Clawson II, who presided over the meeting, called the meeting to order.

1.2 ROLL CALL

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

Members present:

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

1.3 PLEDGE OF ALLEGIANCE

Superintendent Dr. Gregory C. Hutchings, Jr., introduced an 8th grade student from Shaker Heights Middle School who led the Pledge of Allegiance. Middle School Assistant Principal Robert Rea then updated the Board on the progress and effectiveness of new initiatives benefitting students and staff at the Middle School.

1.4 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.

Ms. Meryl Johnson, one of four candidates running for State Board of Education, District 11 which includes Shaker Heights, introduced herself to the Board and audience. As a Cleveland school district teacher of 40 years, Ms. Johnson hopes to be an advocate for public education. She has found from her meetings with District 11 superintendents that all feel that the State Report Card is an ineffective and inaccurate measurement tool. Ms. Johnson also pointed out that, currently, there are only two educators on the state school board and no African Americans.

Keith Wilson introduced himself to the Board as a representative of Shaker Heights City School District PTO.

There being no further public comments, the meeting continued.

1.5 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 13, 2016, Regular Board Meeting and the September 20, 2016 Special Board Meeting as presented in the attachments.

Motion by Todd Davidson, second by Alex Liston Dykema.

Final Resolution: Motion Carries

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

16-10-119

1.6 RECOGNITION/HONORS OF STAFF AND STUDENTS

At this time Superintendent Hutchings introduced the new Shaker Heights School District promotional video which has been three years in the making. Dr. Hutchings thanked the SHCSD Communications Department for their hard work on the project which will be shown at our "Tour Your Schools" events, posted on our website and used by real estate agents as a sales tool to potential new residents.

Dr. Hutchings then acknowledged staff and/or students for special recognition and/or honor as follows:

State Superintendents Honor Dr. Lawson

I wanted to share with the Board and the community that the late Jack Lawson, Shaker's Superintendent from 1965 to 1976, was honored at the White Rose Ceremony at the BASA Fall Conference Awards Luncheon in Columbus on Tuesday, October 4, 2016. Dr. Lawson passed away on March 30 at the age of 92. He was an exemplar in the field of public education, and I was very grateful to see the state superintendent's organization honor him and commemorate his passing.

Newest Shaker Graduates Receive Their Diplomas

I was very proud of the students who were awarded Shaker diplomas at the Class of 2016 Fall Commencement Ceremony at the High School on October 6, 2016. These students demonstrated a high level of tenacity and hard work, and I commend them. Congratulations also to Mr. Kuehnle and his staff for putting on a great ceremony, and thanks to Mr. Isaacs for his excellent welcoming remarks.

Fernway Teacher Gets National Award

Fernway teacher Jim Belk was recognized in Washington, D.C., on September 21, 2016 as an "Angel in Adoption." Mr. Belk was recommended for the award by Congresswoman Marcia Fudge. He was recognized on the national stage for his volunteer work in helping children in need, and advocating in particular for children in foster care. Mr. Belk provides formal and informal mentoring on weekends and evenings with teens in foster care that need positive adult role models and stability as they face aging out of the foster care system. Past recipients of this award include Muhammad Ali and Former First Lady Laura Bush, so Mr. Belk is in very good company. Congratulations!

Coach Bartley Inducted into Greater Cleveland Sports Hall of Fame

Michael Bartley, head coach of the Shaker Heights High School varsity hockey team from 1976-2013, was inducted into the Greater Cleveland Sports Hall of Fame on September 15, 2016. Coach Bartley holds the title of being the State of Ohio's

Winningest High School Head Hockey Coach and has received numerous awards from numerous organizations. Most of you know that Thornton Park's skating rink has been named for Coach Bartley. Congratulations to the coach and his family, including his son Matt, a member of our High School faculty.

PTO Has Successful Onaway Olympics

Congratulations to the Onaway PTO and the school for a very successful first annual Onaway Olympics, which took place September 26 - 30. More than \$16,400 was raised. The money raised will fund educational enrichment and PTO sponsored events. The Olympics also built excitement, school spirit and camaraderie as our children played, exercised and had fun throughout the week.

Raider Rainbow Run Sets Records

The Third Annual PTO Raider Rainbow Run, a Shaker tradition, shattered all expectations this year. The 2-mile walk-run event had a record 435+ registrants and raised more than \$32,000 for the Middle School. Congratulations to Mr. Glasner, the entire MS faculty and staff, and--most important--the students. Special thanks to Meredith Camp and Tiffany Goldstein for their vision and leadership!

Shaker Band Reaches Final Four in Online Best Band Poll

The Shaker Raider Marching Band has made it to the Final Four of the Cleveland.com Best High School Marching Band Contest! We are now in a head-to-head contest with Berea-Midpark and need your vote. You may vote once an hour per IP address. Voting continues until Wednesday, October 12 at 7:00 a.m. Please spread the word to friends, family, and community members. You can find a link that will enable you to vote on shaker.org.

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 2016-2017 school year unless otherwise noted.

3. ACTION ITEMS AND REPORTS-PERSONNEL

3.1 APPOINTMENTS

Birt, Lawanda – (Bus Monitor Aide/Transportation) – step 1 of the OAPSE 153 Salary Schedule – effective September 26, 2016

Dunlap, Roy – (Permanent Part Time Bus Driver/Transportation) – step 6 of the Local 200 Salary Schedule – effective September 30, 2016

Folkman, Rachael - (School Psychologist/District) - Class M.A.+45, step h of the Teacher's Salary Schedule - effective August 15, 2016 (correction to the June 21, 2016 board agenda)

Hamilton, Lisa - (50% Special Education Aide/Onaway) - step 5 of the OAPSE 153 Salary Schedule - effective September 26, 2016

Howard, Clinton – (Bus Monitor Aide/Transportation) – step 1 of the OAPSE 153 Salary Schedule – effective September 26, 2016

Mahoney, Patrick – (Education Support Specialist/Lomond) – Class EE, grade 4 of the Supervisor, Classified Specialist, and Administrative Secretary Salary Schedule – effective September 26, 2016

Schrump, Diane - (Special Education Aide/Onaway/Mercer) - step 12 of the OAPSE 153 Salary Schedule - effective October 14, 2016

Ware, Wanda – (Permanent Part Time Bus Driver/Transportation) – step 8 of the Local 200 Salary Schedule – effective September 7, 2016

Welsh, Lisa - (Special Education Aide/Onaway) - step 3 of the OAPSE 153 Salary Schedule - effective September 20, 2016

3.2 CHANGES IN ASSIGNMENT

Hart, Lynette - (Temporary KRP Support Teacher/Mercer) - from Special Education Aide/Mercer to Temporary KRP Support Teacher/Mercer, Class B.A., step a of the SHTA Support Teacher's Salary Schedule - effective October 17, 2016

Klimek, Kathryn - (Temporary Grade 1 Teacher/Fernway) - from Support Teacher/Fernway to Temporary Grade 1 Teacher/Fernway, Class B.A., step a of the Teacher's Salary Schedule - effective August 23, 2016

McElroy, Daniel - (50% Special Education Aide/Onaway) - from 100% to 50% Special Education Aide/Onaway - effective October 14, 2016

Stephens, Jessica - (Temporary Grade 6 Teacher/Woodbury) - from Skills Support Teacher/Woodbury to Temporary Grade 6 Teacher/Woodbury, Class B.A., step a of the Teacher's Salary Schedule- effective August 30, 2016

3.3 TEMPORARY EMPLOYEES

Lunch Aide

Fletcher, Christian
Hervey, Miranda
Potts, Faye

Rutledge, Barbara
Stewart, Gerald
Wallace, Brenda

Off-Duty Police Officers

Kerr, Gregory

Substitute Bus Driver

Roan, Latonya

Zimmerman-Fulton, Diane

Substitute Custodian

Howe, Eloise

Myles, William

Johnson, Christopher

Substitute Library Aide

Goldstein, Tiffany

Substitute Nurse

Baele, Andrea
Bell, Christine
Furey, Megan
Oliver-Wachira, Shiesha

Richardson, Tenesha
Stevenson, Patricia
Taeusch, Sonja
Tate, Susan

Substitute Secretary

Goldstein, Tiffany
Stewart-Brathwaite, Michelle

Tillman, Carla

Substitute Special Education Aide

Brozak, Joseph
Dunlop, Carole
Grimes, Joseph
Hamilton, Lisa
Mears, Susan

Meyer, Patricia
Morgan, Thomas
Rosemond, Vincent
Stewart-Brathwaite, Michelle

Tutor

Bradley, Susan
Fellinger, Robert
Fisco, Carol Ann

Isaacson, Lawrence
Rucinski, Michell
Speer, Casey

Tutoring Center Study Assistant

Williams, Gregory

3.4 SUBSTITUTE ADMINISTRATORS/SUPERVISORS

Paige, Renee

3.5 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.

High School Saturday School

Up to 15 units per individual

Bailey, Jace (8)
Bryant, Keesha (8)
Casale, James (8)

Clopton, Mario
Grahams, Colleen
Parks, Margaret

Peer Evaluators for the 2016-2017 School Year

Middle School

Roberts, Ellen - \$100

Woodbury (correction to the September 13, 2016 board agenda)

Dang, Libby - \$400

Jarvie, Sherri - \$100

Miller, Larry - \$300

Turoff, Debra - \$300 (rescind)

High School (correction to the September 13, 2016 board agenda)

Ahrens, Amanda - \$300

Alebrecht, Melissa - \$100 (rescind)

Cuda, Anthony - \$300 (rescind)

Genillier, Suzanne - \$300

Glasier, Andrew - \$300

Grey, Aimee - \$100

Isaacs, Roy - \$100 (rescind)

Jelen, Donna - \$100

Ponce de Leon, Kimberly - \$100

Roberts, Kimberly - \$300

Sheppard, Silvia - \$100

Steggert, Stacey - \$100

Thoennes, Bernadette - \$100

Vazquez, Enid - \$100

Wilkes, Jessica - \$300

Strategic Plan Chats

Up to 1 unit per individual

Agee-Barney, Kendra

Anderson, Kelly

Andrejewski, Erin

Baker, Maria

Bartley, Matthew

Bednar, Jason

Benton, Denise

Brazalovics, Elizabeth

Brooks, Lyndon

Brown, Denise

Currie, Jennifer

Davis, Sarah

DeJohn, Daniel

Goulden, Jennifer

Hannah, Amy

Heidi, Ruth

Henry, James

Horvat, Kara

Hruby, Anna

James, Kara

Lenczewski, Mark

Lever, Jennifer

Mardell, Ruth

Marencik, Joseph

Paskewitz, Lena

Porta, Katherine

Quarterman, Angell

Reinhold, Jean

Richards, Catherine

Schwenn, Michael

Smith-Morrow, Noreen

Steiner, Cynthia

Sweeney, James

Thomas, Kevin

Tobey, Addie

Weed, Lindsey

Weiss-Flynn, Penny

3.6 SUPPLEMENTAL CONTRACTS

NAME	TYPE	DESCRIPTION	
DISTRICT SUPPLEMENTALS			
BERGER, BRIAN	0401	RESIDENT EDUCATOR MENTOR	1.5 x 1
BERGER, BRIAN	0402	RESIDENT EDUCATOR MENTOR	1.5 x 1
CHUNG, CARMEN	0414	RESIDENT EDUCATOR MENTOR	2 x 1
DOERSON, VALERIE	0406	RESIDENT EDUCATOR MENTOR	2 x 1
FOGERTY, AMY	0410	RESIDENT EDUCATOR MENTOR	1.5 x 1

GOLDSTEIN, ABIGAIL	0400	RESIDENT EDUCATOR MENTOR	1.5 x 1
HAYDUK, CRYSTAL	0409	RESIDENT EDUCATOR MENTOR	1.5 x 1
HITCHENS, PATRICIA	0425	RESIDENT EDUCATOR MENTOR	1.5 x 1
KIPPEN, NANCY	0428	RESIDENT EDUCATOR MENTOR	1.5 x 1
KRANTZ, STACEY	0417	RESIDENT EDUCATOR MENTOR	2 x 1
KRANTZ, STACEY	0420	RESIDENT EDUCATOR MENTOR	1.5 x 1
LOOMIS, MEGAN	0423	RESIDENT EDUCATOR MENTOR	1.5 x 1
LOOMIS, MEGAN	0430	RESIDENT EDUCATOR MENTOR	2 x 1
MARENCIK, JOSEPH	0413	RESIDENT EDUCATOR MENTOR	1.5 x 1
MARENCIK, JOSEPH	0431	RESIDENT EDUCATOR MENTOR	1.5 x 1
MCCLAIN, YVETTE	0424	RESIDENT EDUCATOR MENTOR	2 x 1
NAGAL, MARK	0435	RESIDENT EDUCATOR MENTOR	2 x 1
O'LEARY STARK, MARIE	0432	RESIDENT EDUCATOR MENTOR	1.5 x 1
PATTERSON, NICOLE	0403	RESIDENT EDUCATOR MENTOR	1.5 x 1
PATTERSON, NICOLE	0419	RESIDENT EDUCATOR MENTOR	1.5 x 1
PELTZ, JENNA	0429	RESIDENT EDUCATOR MENTOR	2 x 1
REESE, SUSAN	0412	RESIDENT EDUCATOR MENTOR	1.5 x 1
REESE, SUSAN	0434	RESIDENT EDUCATOR MENTOR	1.5 x 1
ROOPE, KRISTEN	0418	RESIDENT EDUCATOR MENTOR	1.5 x 1
SEARS, MICHAEL	0416	RESIDENT EDUCATOR MENTOR	1.5 x 1
STEINER, CYNTHIA	0421	RESIDENT EDUCATOR MENTOR	1.5 x 1
STEINER, CYNTHIA	0433	RESIDENT EDUCATOR MENTOR	1.5 x 1
THOMAS, KEVIN	0415	RESIDENT EDUCATOR MENTOR	1.5 x 1
WARREN, TRACEY	0427	RESIDENT EDUCATOR MENTOR	1.5 x 1
WEISS FLYNN, PENNY	0436	RESIDENT EDUCATOR MENTOR	2 x 1
WEISS-FLYNN, PENNY	0408	RESIDENT EDUCATOR MENTOR	2 x 1
WEISS-FLYNN, PENNY	0422	RESIDENT EDUCATOR MENTOR	2 x 1

SPECIAL PER DIEM DISTRICT

FOLKMAN, RACHAEL	0210	SCHOOL PSYCHOLOGIST - 8 DAYS	
MOISIO, MITCHELL	0209	SCHOOL PSYCHOLOGIST - 8 DAYS	

HIGH SCHOOL SUPPLEMENTALS

BELK JR., JAMES S	9500	SOCCER ASSISTANT COACH (BOYS)	10 x 1
BERTELONE, MELISSA	8340	FALL PLAY ASSISTANCE	0.1 x 30
BRADD, ANDREA	0674	TEACHER BASED TEAM (TBT) LEADER	1 x 1
BROWN, SUSAN	0654	TEACHER BASED TEAM (TBT) LEADER	1 x 1
BULLARD, BRADLEY	0663	TEACHER BASED TEAM (TBT) LEADER	1 x 1
CHILD, MICHELLE	0657	TEACHER BASED TEAM (TBT) LEADER	1 x 1
COLE, KADY	0672	TEACHER BASED TEAM (TBT) LEADER	1 x 1
COTTON, CHRISTOPHER	0653	TEACHER BASED TEAM (TBT) LEADER	1 x 1
DAVIS, SARAH	0664	TEACHER BASED TEAM (TBT) LEADER	1 x 1
DORA, MEGAN	0656	TEACHER BASED TEAM (TBT) LEADER	1 x 1

ERSEK, AMY	0661	TEACHER BASED TEAM (TBT) LEADER	1 x 1
FOGERTY, AMY	0675	TEACHER BASED TEAM (TBT) LEADER	1 x 1
GOLDMAN, TODD	9511	SOCCER ASSISTANT COACH (BOYS)	9 x 1
GOLDSTEIN, ABIGAIL	0670	TEACHER BASED TEAM (TBT) LEADER	1 x 1
HENNING, MARK	9680	TENNIS ASSISTANT COACH (BOYS)	7 x 1
HENNING, MARK	9522	SOCCER ASSISTANT COACH (GIRLS)	9 x 1
HERNAN, JOSEPH	0668	TEACHER BASED TEAM (TBT) LEADER	1 x 1
HOSKINS, MARK H	9883	STRENGTH AND CONDITIONING-SUMMER	3.5 x 1
HOSKINS, MARK H	9855	STRENGTH AND CONDITIONING- FALL	6.5 x 1
HOSKINS, MARK H	9881	STRENGTH AND CONDITIONING WINTER	6.5 x 1
HOSKINS, MARK H	9882	STRENGTH AND CONDITIONING-SPRING	5.5 x 1
JELEN, DONNA	0665	TEACHER BASED TEAM (TBT) LEADER	1 x 1
KLAPHOLZ, DAVID	0659	TEACHER BASED TEAM (TBT) LEADER	1 x 1
LORENTZ, KIMBERLY	9231	CROSS COUNTRY ASSISTANT COACH	2.5 x 1
MANARY, SARAH	0650	TEACHER BASED TEAM (TBT) LEADER	1 x 1
MAUCH, ERIN	0651	TEACHER BASED TEAM (TBT) LEADER	1 x 1
MCCANDLESS, CHRISTINE	0669	TEACHER BASED TEAM (TBT) LEADER	1 x 1
MURPHY, NORA JEAN	0673	TEACHER BASED TEAM (TBT) LEADER	1 x 1
OWENS, KIMBERLY	0662	TEACHER BASED TEAM (TBT) LEADER	1 x 1
REID, ALWYN	9316	FOOTBALL ASSISTANT COACH	9 x 1
RICE, JEFFREY	0667	TEACHER BASED TEAM (TBT) LEADER	1 x 1
ROBERTS, TANA	0678	TEACHER BASED TEAM (TBT) LEADER	1 x 1
SCHMIDT, JAMES	0658	TEACHER BASED TEAM (TBT) LEADER	1 x 1
SHRESTHA, EMILY	0652	TEACHER BASED TEAM (TBT) LEADER	1 x 1
STEGGERT, STACEY L	0677	TEACHER BASED TEAM (TBT) LEADER	1 x 1
STOUFFER, CHRISTINA	0671	TEACHER BASED TEAM (TBT) LEADER	1 x 1
SUMERAK, SCOTT J	0666	TEACHER BASED TEAM (TBT) LEADER	1 x 1
WADSWORTH, AMY	0660	TEACHER BASED TEAM (TBT) LEADER	1 x 1
WALKER, JASON	0655	TEACHER BASED TEAM (TBT) LEADER	1 x 1
WILKES, JESSICA L	0676	TEACHER BASED TEAM (TBT) LEADER	1 x 1
ZANELLI, PETER	9530	SOCCER ASSISTANT COACH (GIRLS)	9 x 1

MIDDLE SCHOOL SUPPLEMENTALS

ABRAHAM, JEREMY	7740	SOCCER ASSISTANT COACH BOYS	8 x 1
BILLINGTON, LORI	7741	SOCCER HEAD COACH GIRLS	9 x 1
CARVIN, PAUL	7456	SCIENCE OLYMPIAD COACH	0.1 x 40
D'AMICO, MICHAEL	7231	MEN'S LOCKER ROOM -WINTER	4.5 x 1
HEBEN, MICHAEL	7278	HOMEWORK TUTORING CENTER	5 x 1
MOSS, SHANITA Y	7219	LATE DETENTIONS	0.1 x 22
PHLAM, BRENDAN	7779	BOYS SWIMMING HEAD COACH	8 x 1
TROUPE, SANDRA	7457	SCIENCE OLYMPIAD COACH	0.1 x 40
WARREN, TRACEY	7906	ROBOTICS CLUB ASST.	0.1 x 35

WOODBURY SUPPLEMENTALS

CAMPBELL, BETTY	6323	GIRLS CLUB	0.1 x 10
SIMON, SHERYL	6533	DRAMA CLUB	0.1 x 24

SUPPLEMENTAL CORRECTIONS

BARNEY-CHENEY, KATHRYN ANNE	7219	LATE DETENTIONS	0.1 x 22	RESCIND - 7.12.16
ZANELLI, PETER	9520	SOCCER HEAD COACH (GIRLS)	13 x 1	RESCIND - 9.13.16

3.7 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Minto, Jessica - (Social Studies Teacher/High School) - Class B.A., step a per the Hourly and Unit Rate Schedule - effective October 17, 2016

Owens, Megan - (Social Studies Teacher/High School) - Class B.A., step a per the Hourly and Unit Rate Schedule - effective October 17, 2016

Price, Janice (Director of Pupil Services/Administration) - per the Hourly and Unit Rate Schedule - effective September 21, 2016

Routh, Ryan - (Math Teacher/High School) - Class B.A., step a per the Hourly and Unit Rate Schedule - effective October 10, 2016

Schwartz, Georgeta - (Skills Support Teacher/Woodbury) - Class M.A., step a per the Hourly and Unit Rate Schedule - effective September 1, 2016

Tuttle, Nicole - (Support Teacher/Fernway) - Class B.A., step a per the Hourly and Unit Rate Schedule - effective August 15, 2016 (correction to the August 9, 2016 board agenda)

3.8 SUMMER WRITING AND INSTRUCTIONAL PLANNING

Authorization is requested for staff members to participate in the following activities. A unit refers to approximately one-half day of service at \$65.00.

Summer Writing

Up to 4 units per individual (Correction to the June 21, 2016 board agenda)

Deep, Debra
Greishop, Cathleen

Pfeiffer, Erika (6)
Rollins, Lauren

3.9 SUMMER EXPLORATION, LEARNING AND FUN (SELF) APPOINTMENTS

Authorization is requested for staff members to teach in the following program at the rate of \$31.44 per hour per the Hourly and Unit Rate Schedule:

Special Start Program (3 x 5 hours)

Hughes-Lewis, William

3.10 LEAVES OF ABSENCE

Whalen, Kathleen - (Kindergarten Teacher/Onaway) - effective December 9, 2016 through the end of the 2016-2017 school year (caregiver)

3.11 RESIGNATIONS

Allen, Brianna - (Special Education Aide/High School) - effective October 21, 2016 - 3 years and 2 months of service (resignation)

Edge, James - (Security Monitor/High School) - effective March 31, 2017 - 13 years and 5 months of service (retirement)

Norman, Audrey - (Bus Monitor Aide/Transportation) effective September 8, 2016 - 3 years and 7 months of service (resignation)

Petures, Lucinda - (Administrative Assistant II/Lomond) - effective at the end of the 2016-2017 school year - 19 years of service (retirement)

Thoennes, Bernadette - (Spanish Teacher/High School) - effective at the end of the 2016-2017 school year - 24 years of service (retirement)

3.12 PERSONNEL ACTION FOR EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING AGREEMENT

Board approval is requested to amend the Hourly & Unit Rate Schedule as follows:

Add:

Substitute Support Teacher-Daily \$102.50

Substitute Support Teacher-Long Term (after 15 days in same assignment) Class B.A., Step A = \$199 or Class M.A., Step A = \$209 (tied to daily rate per the SHTA-Support Teacher CBA)

Support Teacher Substituting for a Teacher-Daily (thru 15 days) per Article 16.02 of SHTA-Support Teacher CBA

Support Teacher Substituting for a Teacher-Long Term (after 15 days in same assignment) Greater of Current Daily Rate or Class B.A., Step A = \$239 or Class M.A., Step A = \$256 (tied to daily rate per the SHTA CBA)

4. ADDENDUM – PERSONNEL (no items)

Motion by Todd Davidson, second by Annette Tucker Sutherland.

Final Resolution: Motion Carries

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

16-10-120

5. ACTION ITEMS AND REPORTS - BUSINESS

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 change order for the Woodbury School Clock Tower Replacement project (see attachment).

Motion by Jeffrey Isaacs, second by Todd Davidson.

Final Resolution: Motion Carries

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

16-10-121

6. ADDENDUM - BUSINESS (no items)

7. ACTION ITEMS - BOARD OF EDUCATION

7.1 SHAKER HEIGHTS PUBLIC LIBRARY BOARD OF TRUSTEES APPOINTMENT

At the recommendation of the Board of Education's Shaker Heights Public Library Board Liaisons, and upon receiving a motion and a second, the Board of Education voted to appoint the recommended candidate to the vacant seat of the Shaker Heights Public Library Board of Trustees for the unexpired term ending March 31, 2018.

Board of Education Policy BCJ states in part as follows:

Trustee vacancies for full terms or unexpired terms will be publicized by the Board of Education so that all residents may have an opportunity to apply. All trustees are eligible for reappointment which may be made by the Board of Education in consultation with the Library Board of Trustees, without posting a vacancy. All applications will be kept on file for one year. Should an additional vacancy occur during that time, the vacancy may be filled by a current applicant mutually agreed upon by the President of the Board of Education and the President of the Library Board.

Recommended Appointee: Mr. Tom Cicarella (resume attached)

Motion by Annette Tucker Sutherland, second by Alex Liston Dykema.

Final Resolution: Motion Carries

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

16-10-122

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, 2016 (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, 2016 (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 2016 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date September 2016 has been similar to the same reporting period for the prior year with the following exceptions:

- The real estate tax advances received in July this year were \$1.3 million lower than last year due to timing difference in advances received from the County, but were more than offset by a higher settlement payment in August resulting in a net increase of \$188,954 for this vs. last fiscal YTD;
- Other Local revenue was \$46,121 higher this vs. last YTD due primarily to the delayed (from prior fiscal year) receipt in July 2016 of \$237,647 of SF-6 payments from the State for Fiscal 2014 out-of-district tuition payments, thusly accounting for a portion of the low collections in Fiscal 2016, mostly offset by the receipt of \$188,000 of SF-14 tuition in September 2015 not received in September 2016;
- State Foundation revenue was \$0.6 million higher this vs. last YTD attributable to the continuation (until Fiscal 2017 funding amounts are determined based upon enrollment counts) of the Fiscal 2016 final payment amount which was higher than the Fiscal 2015 annual funding amount that was continued in July 2015. It is anticipated that the District will receive an increase in funding over the prior year in accordance with the State gain cap limitation calculation; and
- Total revenue was \$0.8 million higher this vs. last YTD in total, but only \$0.1 million ahead of budget YTD.

The expenditure activity for the month and for the fiscal year-to-date September 2016 was \$0.5 million higher this vs. last YTD due primarily to timing differences in payments and expected growth in certain expenses. Expenditures are \$0.4 million below budget YTD, due primarily to timing differences in payments. In summary the District's overall finances are on target with expectations at this time.

Workers' Compensation Update:

As you may recall, the Bureau of Workers' Compensation (BWC) converted from an arrearage-based system to a prospective basis for collecting premiums from employers beginning in 2016, thereby requiring employers to pay two years of premiums at once. To assist employers with this financial burden, the Bureau will be applying an approximate 50% discount on both of the premium amounts. Earlier this summer, in accordance with our two-year plan to maximize the District's benefit of the discounts associated with the conversion, we once again elected to continue our participation in the BWC's "Group Retro" program for calendar 2017.

Tyler Munis Update:

We are in discussions with John Mitchell, Executive Director for CONNECT, the information technology center for SHCSD. We are to be included in Wave 2 for conversion to Tyler Munis and are awaiting an update from CONNECT as to the status of wave 1 implementation. We are also awaiting information and processes for updating USAS to prepare for the conversion from our current accounting system to Tyler Munis system. We will require Board action in the coming months in order to proceed with this plan.

Mr. Christman also reported on the following legislative items:

- **ECOT vs. ODE Lawsuit:** The Franklin County Court of Common Pleas ruled against ECOT denying their challenge to state methods for reviewing its enrollment that could cost ECOT much of its funding. Earlier, ODE reported student count was off by 60%, potentially jeopardizing about \$60 million of ECOT's state funding from last year.

- **State Budget Status:** Figures released indicate a revenue shortfall for the 1st quarter of Fiscal Year 2017 (through 9/30/16) which currently stands at nearly \$72 million. However, State Budget Director Tim Keen is not concerned due to the administration's conservative budgeting and because underspending in fiscal year 2016 provides the needed cushion.
- **Lame Duck Session of General Assembly:** The Senate has cancelled all of its remaining scheduled sessions between the end of September and election day.

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

- various administrative meetings including;
- various collective bargaining matters;
- Finance & Audit Committee meeting;
- Meeting with new Finance & Audit committee Chairperson;
- Meetings with current and new administrators regarding budgets;
- Meetings with Administrators regarding school finance;
- Special Board Meeting;
- ITC Treasurer's Advisory Committee meeting;
- Facilities Master Plan Executive Committee and Community meetings;
- E-Rate matter discussions;
- Various Health Care matters including 2017 renewal;
- Medicaid Rule change matter;
- Aides contract signing;
- STRS payroll estimate;
- PFR-CFO Five Year Forecast model annual update;
- Filing of Annual Budget Appropriation with County; and
- Fiscal Year End audit in full swing.

Motion by Alex Liston Dykema, second by William Clawson.

Final Resolution: Motion Carries

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

16-10-123

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 2017.

Section 3. That such authorization shall extend to all advances requested during the calendar year 2017.

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, second by Alex Liston Dykema.

Final Resolution: Motion Carries

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

16-10-124

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 September 22, 2016), 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 five year forecast with the Board and audience using a PowerPoint presentation (see attached) and a copy of the forecast financial report (see attached).

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 September meeting.

Mr. Christman shared the following forecast basic background information with the Board:

- Required two times per year, last one approved in May 2016. 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 2016 revenue and expenses;
- And the projected fiscal 2017 revenue and expenses based upon final fiscal 2016 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 reviewed with the Board the major revenue assumptions pertaining to property tax collections and State support revenues. He also reviewed key assumptions for major District expenses, salaries & wages and related fringe benefits; projected enrollment trends, property tax assessed valuation, targeted budget savings and estimates of the timing of the next needed operating levy, and projected fund balances.

Specific assumption information used in developing the forecast is included in the attached five year forecast financial report and presentation. A question and answer session followed the presentation, after which time the vote was taken.

Motion by Todd Davidson, second by Alex Liston Dykema.

Final Resolution: Motion Carries

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

16-10-125

9. SUPERINTENDENT'S REPORT

9.1 SUPERINTENDENT'S REPORT

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

State Report Cards

I think we really need to clear the air in regards to the State Report Cards. Something is wrong with a formula where just a handful of schools get A's or B's. Several studies, which I am sharing with the Board, confirm our belief that the State Report Card is not an accurate reflection of the quality of teaching and learning in our classrooms. We understand better than anyone what our challenges are. That is where our time and energy should be placed. I ask our community partners to help us with this effort, whether it's volunteering, tutoring or making a contribution to the Shaker Foundation.

The Superintendent of the Warren Local School District, Kyle Newton, conducted an analysis using Ohio Department of Education Report Card data. He had some interesting findings:

- Not one district with more than 18% poverty received an "A" on Indicators Met. 524 districts have more than 18% poverty. 83% of schools have more than 18% poverty.
- Only two districts received an "A" on Performance Index Score. One has 0% poverty and the other has 9% poverty. One is ranked in the top 16% while the other is in the top 10% for property value.
- None of the 100 poorest schools, by property valuation, received above a "D" or an "F" in Indicators Met.

I encourage you to read the entire analysis.

Likewise, the Fordham Institute also analyzed the State Report Card results. Key findings in the Fordham analysis include:

- Because of changes in benchmarks, fewer students in Ohio are deemed “proficient” on state exams than in previous years. In 2015-16, roughly 55 to 65 percent of Ohio pupils met the proficiency bar in the core subjects.
- In turn, school ratings across that state have declined. In urban areas, public schools receive almost universally low ratings on proficiency based metrics: On the state’s performance index—a key gauge of student achievement—94 percent of urban schools received D or F ratings in 2015-16.

10. BOARD MEMBERS’ REPORTS AND HIGHLIGHTS

10.1 BOARD MEMBERS’ REPORTS AND HIGHLIGHTS

At this time, Board Members provided reports on various district matters as follows:

Superintendent Dr. Gregory C. Hutchings has been named by Crain’s Cleveland Business to their 20th Anniversary “40 Under 40” list. The Board and Treasurer Christman congratulated Dr. Hutchings on this honor.

Board President Clawson reminded everyone in attendance of this critical election year and asked that everyone encourage others to inform themselves and vote.

11. EXECUTIVE SESSION

11.1 EXECUTIVE SESSION

At the recommendation of the Board President, 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) including the Treasurer's evaluation.

Motion by Todd Davidson, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

16-10-126

The Board recessed the public session at 6:25 p.m.

After a brief break, the executive session convened at 6:35 p.m. Superintendent Hutchings departed at 6:50 p.m. and Treasurer Christman departed at 7:40 p.m.

At 8:04 p.m., President Clawson declared the end of the executive session.

12. ADJOURNMENT

12.1 NEXT MEETING

The next regular meeting of the Shaker Heights Board of Education will take place on Wednesday, November 9, 2016 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 Todd Davidson, second by Annette Tucker Sutherland

Final Resolution: Motion Carries

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

16-10-127

The regular meeting of the Shaker Heights Board of Education adjourned at 8:05
p.m.

William L. Clawson II, President

Bryan C. Christman, Treasurer